

EXHIBIT 15





Agenda

- Today's Objectives
- FY08 Priorities & Objectives
- Sales Comp Basics
 - Slopes and Accelerators
 - Weighted Performance Average
- FY08 Sales Comp Plans Overview

2 October 2007 HP Confidential

- Today's agenda includes a review of the objectives for this session.
- We will also cover:
 - FY08 Priorities & Objectives
 - Sales Comp Basics, which include information on slopes and accelerators and Weighted Performance Average calculation examples
 - We also provide updates on the FY08 Sales Comp Plans – what's changing and compensation plan descriptions



Today's objectives

- Understand your business' imperatives for the year ahead & how they drive your incentive plan
- Understand plan elements & mechanics so that you know how you are being measured & what it takes to maximize your earning opportunity

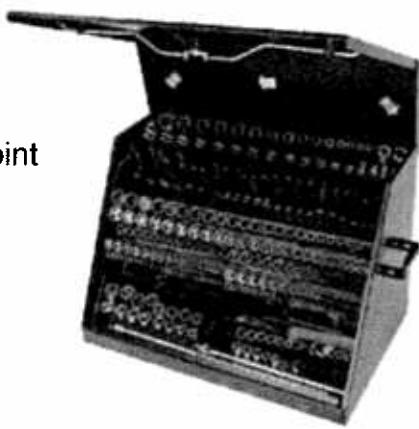
3 October 2007 HP Confidential

- Once you have completed this overview, you should:
- Have an understanding of the IPG Global business strategies for the year, and how they drive and your incentive plans, and
- Understand the plan elements and mechanics, so you know how you are being measured and what it takes to maximize earning potential



Communication Tool Kit

- Sales Force
 - This recorded module available on Grow@HP
 - Downloadable PowerPoint Plan Slides



4 October 2007 HP Confidential

- Read slide



Important notes

- This overview is to provide information for the compensation plans and key changes for FY08
- HP reserves the right to update (add, delete, modify) plans based on business needs throughout the year
- Sales employees should refer to their manager and to their individual Sales Letter to obtain the details of their specific plans
- Global Sales Compensation Policy is the governing document for Sales Compensation

Subject to local laws and consultations with Worker's Councils where legally required

5 October 2007 HP Confidential

- Please note that this overview is to provide an informational overview for the compensation plans and key changes for FY08
- HP reserves the right to update (add, delete, modify) plans based on business needs throughout the year (subject to local laws and consultations with Worker's Councils where legally required.)
- Sales employees should refer to their manager and to their individual Sales Letter to obtain the details of their specific plans
- The Global Sales Compensation Policy is the governing document for Sales Compensation. For your convenience, there is a short set of reference material available via a download on the entry page of Grow@hp so that you may easily hyperlink to the policy and other important reference information.



FY08 Priorities and Objectives



- Next a few words from Mike Larson





Introduction

Mike Larson
Senior VP and
General Manager
PSG Americas

OKLAHOMA CITY, OKC Convention Center

- Hello Everyone, this is Mike Larson
- I'd like to welcome everyone and personally thank you for committing the time to review this important sales compensation information
- I want to ensure that you receive the information you need to understand how you will be measured throughout the year, and how to maximize your potential earnings.
- I'd like to first take a minute to review the PSG business priorities for the coming year, as these priorities are the driving force behind our sales compensation plans

FY08 WW PSG/SPO
Business Imperatives/Priorities

Establish HP as the world's leading information technology company

SPO

Leveraging a heritage of successful partnering, we will drive mutual growth and profitability, deliver best-in-class experiences to partners, and foster uncovering long term partner loyalty

Sales Comp Plan Design

Develop plans that are:

- Motivating
- Simple
- Aggressive & Affordable
- Easy to understand

Drive globally-consistent plans

S - Q3/08 - 2007 - HP Confidential

- As you can see our Corporate and PSG business priorities remain virtually unchanged ... "Establish HP as the world's leading information technology company and drive profitable growth across PSG businesses."
- In regard to Sales Comp Plan Design – we are working to develop plans that are motivating, simple, aggressive & affordable, plus most importantly easy to understand. And overall we are driving global consistent plans
- Our SPO Sales Imperatives focus on Growth, Reward and Predictability
 - In the area of growth we want to focus on increasing penetration of the mid-market. As well as driving hp preference to the final tier through competitive incentives and enablers. We should always leverage solutions and vertical channel expertise wherever possible.
 - The second area of focus is "reward" – we want to effectively reward sales reps and partners for selling across the portfolio. And where needed, shift partners from infrastructure fulfilment to solution delivery.
 - And our last SPO Sales Imperative is around predictability, in order to increase revenue and corner the market place we must "make it easy to do business with HP"
- So how do we support these priorities? Simply put, by building the best sales force in the IT industry
- And a vital aspect of building the best IT sales force is ensuring we have in place a SC Plan that is both challenging and rewarding.
- I believe we have such plans in place for FY08
- Additionally, we've established PSG Sales priorities that tie in with our compensation plans
- As I said earlier, I stand by and support the sales comp plans we've developed for FY08 – I believe they're both fair and rewarding, and support our company goals and priorities.
- Your sales manager will be scheduling time in early November to review your individual sales comp plan with you to ensure you know how you will be measured for the year. I encourage you to take the opportunity to ask any clarifying questions you may have about your plan at that time.
- Thanks for your time and attention and for a great fiscal 07 performance. I'm counting on each of you to get us off to a fast start for fiscal 08, let's make it happen.



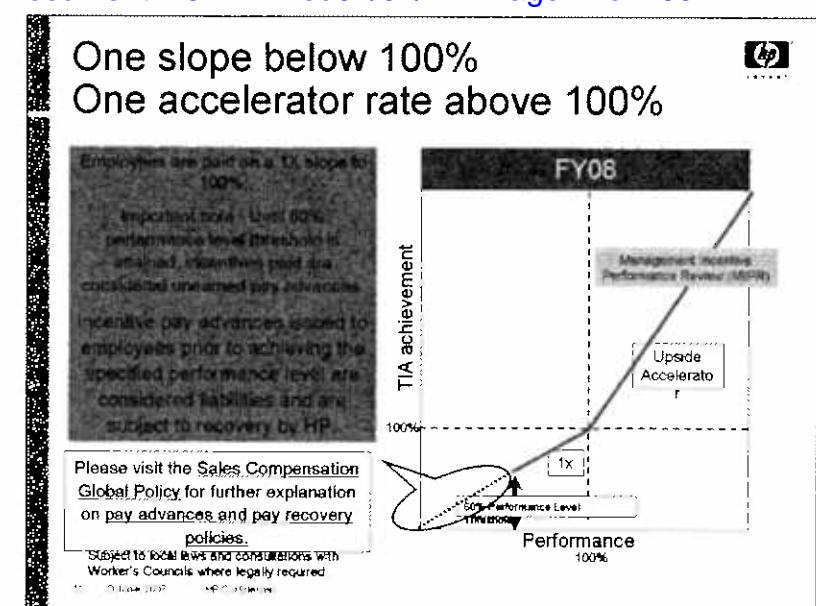


Supporting the PSG Business Priorities

- Building the BEST Sales Force in the IT Industry
- PSG Sales Priorities align with Sales Comp Plans
- Sales Manager review of individual Compensation Plans in early November
- Let's make it happen!

Sales Comp Basics Accelerators & Slopes

- We'd like to now spend a couple of minutes reviewing accelerators and slopes and how they work in our sales compensation plans



- This slide illustrates the simple slope and accelerator model for FY08.
- As you can see, there is only one level of slope below 100% performance.
- Likewise, there is a single accelerator above 100% performance.
- Note that the accelerator rate could be one of several, but there will be only one per sales rep.
- This approach was introduced in FY07 and continues in FY08 to keep the plan simple and make it easier and simpler for sales reps to calculate their potential payout.
- Please also note that until 60% performance level threshold is attained, incentives paid are considered unearned pay advances.
- Incentive pay advances issued to employees prior to achieving the specified performance level are considered liabilities and are subject to recovery by HP. More on the topic of pay advances can be found in the Sales Compensation Global Policy



Performance level threshold definition

- As described in the Global Sales Compensation Policy, Performance Level Pay Advances, when applicable, are described in the Sales Letter provided to sales employee.
- Recovery of Pay Advances: Pay advances are considered liabilities and are subject to recovery by HP.
- The “performance level threshold” is the stated performance level threshold the sales employee must meet prior to earning the incentive pay that was issued as a pay advance.

12 October 2007 HP Confidential

- In review, the “performance level threshold” is the stated performance level threshold the sales employee must meet prior to earning the incentive pay that was issued as a pay advance. If the performance threshold is not achieved, the advance pay is subject to recovery by HP

Your incentive calculation

- The following sections contains examples on calculating incentive earnings

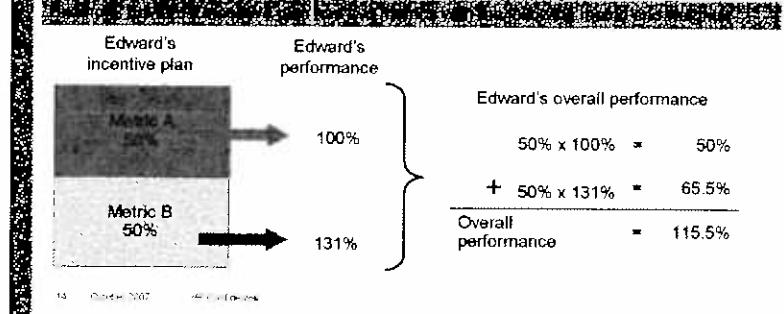


Calculating your performance

Performance = actual sales divided by quota = XX%

For plans with multiple metrics, your overall performance is the weighted average performance

Thresholds, slopes and accelerators apply to your overall performance

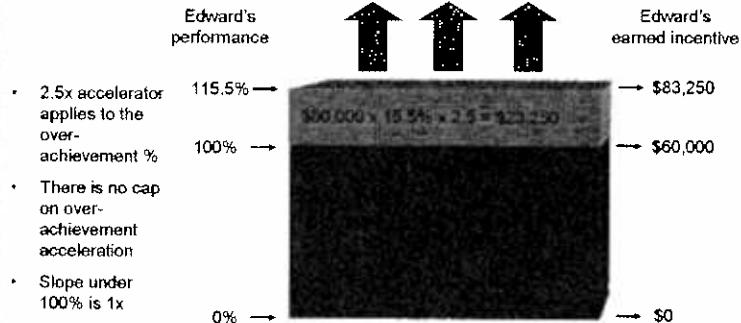


- This information reflects how the weighted average approach will be implemented. Each metric performance is calculated by the metric weighting with each result added together. Pay is calculated on this overall result, not metric by metric.



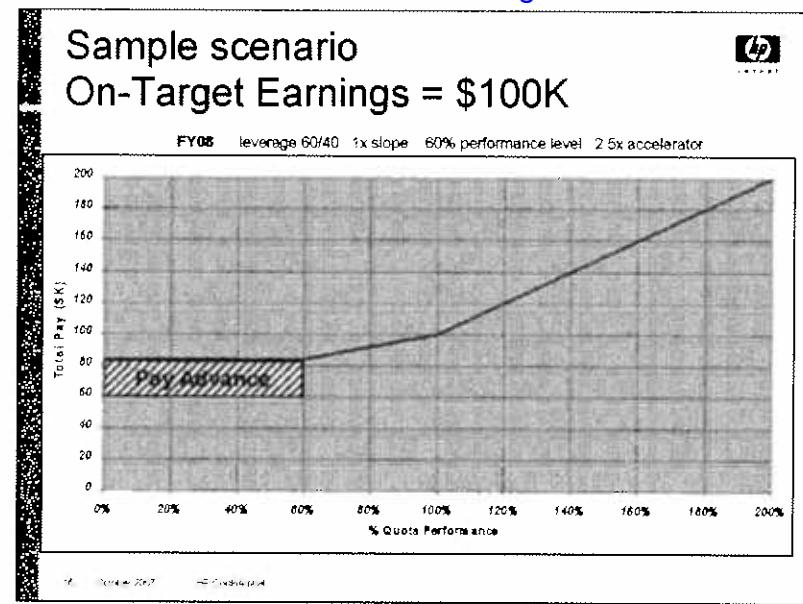
Earnings calculation example

Example: Edward's TIA is \$60,000. His incentive plan has a 2.5x accelerator for over performance. Edward's overall performance is 115.5%.



15 October 2007 HP Confidential

- Here's an additional example. In this case, Edward's TIA or, Target Incentive Amount, is \$60,000. His incentive plan has a 2.5x accelerator for over performance. Edward's overall performance is 115.5%.



- To see how these play out in a real situation, let's take a look at a an earnings example involving on-target earnings of \$100K.
- The flat line in this example is at 84k because:
 - 100k OTE with a 60/40 mix means that base is 60 and Target Incentive Amount (TIA) is 40.
 - The pay advance performance threshold is set at 60% of Quota Attainment or 60% TIA.
 - $60\% \times 40k = 24k$
 - $60k (\text{base}) + 24k (\text{pay advance}) = 84k$
- The line is flat between 0 and 60% -- sales reps are accountable for achieving 60% of their on-target earnings
- If they do not achieve the 60%, the Pay Advance or Draw paid will be fully recoverable
- People who exceed their targets can earn substantially more
- If they perform over 100% of targets, they will only have to remember one accelerator rate
- Please Note: this is one example. Results will vary based on OTE and sales plan.

FY08 AMS PSC SPO
Sales Incentive Plan
Overview



Summary of Changes – FY07 to FY08



Group	Bus Requirement	FY08 Design Change
US	<ul style="list-style-type: none"> New business initiatives. Sell to Data Center Managers – new market segment Focus Workstation Specialists on Cash Register market segment Measure closest to the rep Align Generalist and Specialist responsibilities where appropriate Simplify Adopt focused plans to sales deployment model: <ul style="list-style-type: none"> Mix of territory and account responsibilities for both generalists and specialists Improve focus on Supplies Adopt focused plans for sales deployment model Simplify plan design and administration 	<ul style="list-style-type: none"> Modified Workstation Specialist New Data Center Specialist plan New Business PC Specialist Individual quota assignment where appropriate Assigned similar PLs PBMs and Specialists have identical Attach PLs 2 new Territory/Account plans Include supplies in Canada plans ESS & HPS Hybd Specialist Workstation Specialist Inactivated 20 plan titles
Canada		
LA		
All Regions		

- A summary of the changes from FY07 to FY08 are shown here.
- Next, please feel free to review the plans for your region or country

SPO Global Sales roles		
Global Sales Title	Region	BG Sales Role Match
Account Manager	All All APJ APJ Canada	Partner Business Manager - Volume or Value Partner Business Manager – Hybrid Volume & Value Partner Business Manager – Balanced Volume & Value Partner Business Manager – Channel Telesales Partner Business Manager - Territory
Product Specialist	All APJ/EMEA AMS/EMEA US Canada	Partner Sales Specialist (ESS, HPS, IPG, PSG, ISS, BCS, SWD, PNB) Partner Sales Specialist – Hybrid – new – Lead Specialist – *PSG, IPG, ESS, ISS, SWD TSG Non-lead Specialist – HPS, SWD, ISS, BCS Partner Sales Specialist (ESS, PSG) – Territory
Sales Mgt	All	SPO Managers – Standard SPO Managers – Growth Focus Sales VP

- For SPO, here's an overview of the Global Sales Roles and highlights two new roles for FY08 in Canada. Please take a moment to review the sales roles in your region or country.

Partner Design Center SPO Global Sales roles & description

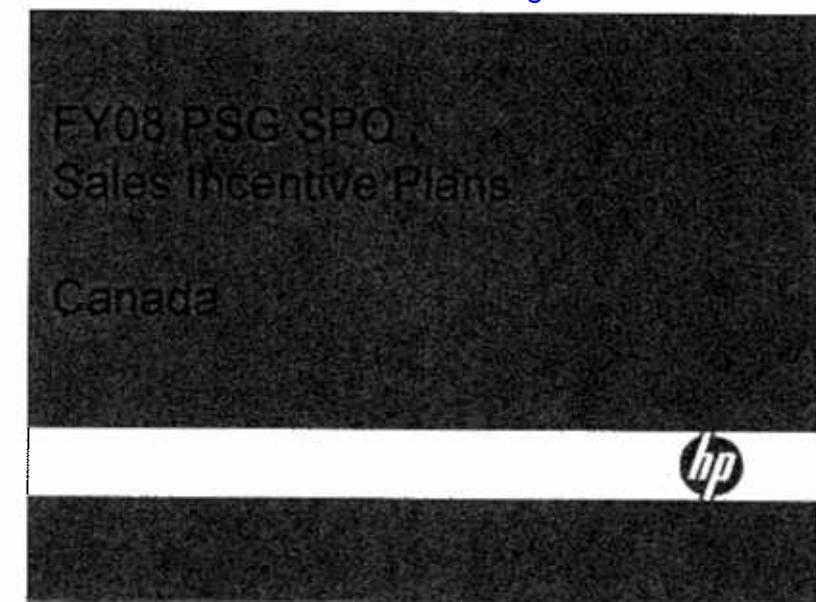


Role Type	Primary Product Line	Other Product Lines
Account Mgmt	PBM - Value or Volume	PBM managing 1st tier or 2nd tier partners in a defined territory with responsibility over Value PLs in TSG or over Volume PLs across BGs
Account Mgmt	PBM - Hybrid Value & Volume Generalist	PBM managing 1st tier or 2nd tier partners in a defined territory with responsibility over Volume and Value PLs across BGs
Account Mgmt	PBM - Balanced	PBM managing 1st tier or 2nd tier partners in a defined territory with responsibility over Volume PLs across BGs
Account Mgmt	PBM - Territory	Canada only. Covers both Named partner accounts and partner accounts within assigned territory
Account Mgmt - Inside Sales	PBM - Channel Telesales	Inside Sales reps supporting assigned partners and partners in defined territory with responsibility over Volume and/or Value PLs across BGs
Specialist	Partner Sales Specialist	Partner reps specializing in 1 BG products in a defined territory/country
Specialist	Partner Sales Specialist - Hybrid	Partner reps specializing in two BG products where weighting between the two BG's needs to be balanced
Specialist	Partner Sales Specialist - Territory	Canada only. Specialist that covers both territory and named partner accounts
Specialist	Lead Specialist	US and EMEA. Partner rep lead in 1 BG product in defined territory. Serve as primary partner liaison, with responsibility for driving the cross-BG portfolio with partners outside of their assigned business unit specialty. Primary TL lead to specialty PL/BG and secondary TL lead to all BG for their assigned partners. US Channel Engagement managers adopt PSG Lead specialist sales plan
Specialist	TSG Non-Lead Specialists	US only. Partner reps focus on 1 specialty in TSG and with secondary metric on all TSG revenue
Account Mgmt or Country Mgmt	Sales Manager/Director to PBM, PSG and/or Inside Sales	Region/Sub region/ country sales leadership SPO
Sales VP	Sales VP	Region/Sub region/ country sales leadership SPO

SP 01/14/2007 HP Confidential

- This slide provides an additional brief description of the sales roles.
- Again, take a moment to review the sales role descriptions for your region or country.





How to read the plan info...

PSG SPO Spec – PSG Acct/Terr CA

Sales Role

RCSH811

				Transaction Type (Ship, Ord, Rev or GM)	Assignment Type (Account or Geo)	Fulfillment Type (Direct and/or Indirect)	
Metric Name	WT	A/G	DM (Fulfillment)				
PSG SPO PSG Acct Rev 2	50	A	I				
PSG SPO Terr Rev 2	25	G	I/D				
PSG SPO PSG Attach AIMS	25	A/G	I/D				

Perf Period	Semi-Annual
Accelerator Rate	2.5x
Performance level threshold	60%
Notes:	New FY08 Canada PSG Specialist plan

The "performance level threshold" is the stated performance level threshold the sales employee must meet prior to earning the incentive pay that was issued as a pay advance.

- Now that we have reviewed the business priorities, design priorities, sales roles, and summary of changes, we will review the Sales Comp Plans for FY08
- First, please take a few minutes to familiarize yourself with how to read the plan slides

**AMS Solutions Partner Organization
PSG SPO Generalist - Acct/Terr CA**



RCSH817A

Metric Name	Wk	A/G	DM (MultiElement)
PSG SPO Acct Rev	50	A	I
PSG SPO Terr Rev	25	G	ID
PSG SPO Attach	25	G	DA

Perf Period:	Semi-Annual
Accelerator Rate:	2.5x
Performance Level Threshold:	60%
Notes:	New FY08 Canada CSP plan

Attack Metric	PL Definitions
Imp Metrics	PL's SL, AU, DE, 23, 72, LX, SH, R0, 1Y, 3C, U, LL
HPI Metrics	PL's TG, A/J, JN, R4, DE, 72, R8
Performance	PL's R7, NF, SH, SU, MG, BO, TB
PSG Metrics	PL's AK, CS, DU, TT, 2A, R4, 6A, 9C

BCS, MS, SWD, SWI, P60 Comm, IPG Comm, IPG Tech Svcs, Mgd Svcs, PMS, IPG Supplies, IPG Comms	BCS, MS, SWD, SWI, P60 Comm, IPG Comm, IPG Tech Svcs, Mgd Svcs, PMS, IPG Supplies, IPG Comms
BGS IX, 23, 61, 2M, HA, NW, TQ, TR	BGS IX, 23, 61, 2M, HA, NW, TQ, TR
ISS AU, LA, MV, SU, SY, TN, SWD, YV, SC, LI, LJ, LK, LL, LM, LN, TA	ISS AU, LA, MV, SU, SY, TN, SWD, YV, SC, LI, LJ, LK, LL, LM, LN, TA
SWI 2K, LH, TH, TK, 32, 33, 87, 2E, WS, TE, TF, TG, 26, 2P, 8, EF, DE, BS, MG, MP, TA, TB	SWI 2K, LH, TH, TK, 32, 33, 87, 2E, WS, TE, TF, TG, 26, 2P, 8, EF, DE, BS, MG, MP, TA, TB
PSG Canada 21, 2C, 5X, 7F, R9, SH, 92, AN, BO, BS, MG, MP, TA, TB	PSG Canada 21, 2C, 5X, 7F, R9, SH, 92, AN, DO, DO, MG, MP, TA, TB
IPG Comms 27, 2A, 2B, 2H, 2D, 3D, AX, 5M, 8A, 7T, 83, 8A, 9C, AS, AK, C2, C6, DA, DE, DL, JP, DU, HO, KN, KP, KS, LY, LY, MS, MA, MB, MC, PQ, TS, TS, T2, TD, TA, WS	IPG Comms 27, 2A, 2B, 2H, 2D, 3D, AX, 5M, 8A, 7T, 83, 8A, 9C, AS, AK, C2, C6, DA, DE, DL, JP, DU, HO, KN, KP, KS, LY, LY, MS, MA, MB, MC, PQ, TS, TS, T2, TD, TA, WS
Technology Svcs 06, 2P, 4J, 7Z, 7G, JN, R4, R7, R9	Technology Svcs 06, 2P, 4J, 7Z, 7G, JN, R4, R7, R9
Managed Svcs (PL's 24, 2S, 8L only)	Managed Svcs (PL's 24, 2S, 8L only)
PMS (PL, SH)	PMS (PL, SH)
Supplies IN, AU, SY	Supplies IN, AU, SY
PSG Consumer 9G, KV, 2G, 2H, 6J	PSG Consumer 9G, KV, 2G, 2H, 6J

25 October 2007 HP Confidential



AMS Solutions Partner Organization
PSG SPO Generalist - Acct/Tem Distrib CA



RCSH817B

Metric Number	Wk	AIG	DM (fulltime mt)
PSG SPO Acct Rev	50	A	I
PSG SPO Tem Rev	25	G	I
PSG SPO Attach	25	G	I

Part Period	Semi-Annual
Actual/Plan Ratio	2.5x
Actual Actual %	80%
Comments	New FY06 Canada CSP Distribution plan

Actual Metric	PL Description
IPG Metrics	PL 1 BL, AU, 06, 23, 72, LK, JN, RS, 1Y, 3C, LI, LL
ITP Metrics	PL 1 TQ, AU, JN, R4, 06, 72, RS
PNG Metrics	PL 1 SP, MP, SH, SJ, MG, BO, TB
PSG Metrics	PL 1 AK, CS, DU, TT, 2A, R4, SA, 9C

Actual Metric	BCS, HS, PW, PSW, PBO, Comms, IPG Comm, IPG Tech Svcs, Mgt Svcs, PMB, IPG Supplies	BCS, HS, PW, PSW, PBO, Comms, IPG Comm, IPG Tech Svcs, Mgt Svcs, PMB, IPG Supplies
Actual Metric	BCS IX, 23, 61, 2M, HA, NY, TO, TR	BCS IX, 23, 61, 2M, HA, NY, TO, TR
Actual Metric	ISS, AU, LA, MV, SI, SY, TN	ISS, AU, LA, MV, SI, SY, TN
Actual Metric	SWD, 1Y, 3C, LI, LJ, UK, LI, LM, LN, TA	SWD, 1Y, 3C, LI, LJ, UK, LI, LM, LN, TA
Actual Metric	SW, 2K, LH, TH, TK, 32, 33, 87, 2E, 85, TE, TF, TG, 26, 2F, 8L, EP, D3	SW, 2K, LH, TH, TK, 32, 33, 87, 2E, 85, TE, TF, TG, 26, 2F, 8L, EP, D3
Actual Metric	PSG Comm, 21, 2C, 5X, 7F, 9F, 9H, 9J, AN, BO, BC, MG, MP, TA, TB	PSG Comm, 21, 2C, 5X, 7F, 9F, 9H, 9J, AN, BO, BC, MG, MP, TA, TB
Actual Metric	IPG Comm, 27, 2A, 2B, 2H, 2Q, 3Q, 4X, 5M, 6A, 7T, 8A, 9C, 1C, A5, A6, A7, C, 2C, 2D, 2F, 2H, C, K, KN, KP, KSL, LY, M8, M, A, M8, M9, PO, T, 14, WS	IPG Comm, 27, 2A, 2B, 2H, 2Q, 3Q, 4X, 5M, 6A, 7T, 8A, 9C, A5, A6, A7, C, 2C, 2D, 2F, 2H, C, K, KN, KP, KSL, LY, M8, M, A, M8, M9, PO, T, 14, WS
Actual Metric	Technology Svcs, 06, 2B, 4J, 7Z, TG, JN, R4, R7, RS	Technology Svcs, 06, 2B, 4J, 7Z, TG, JN, R4, R7, RS
Actual Metric	Managed Svcs (PL 1 24, 25, 8L only)	Managed Svcs (PL 1 24, 25, 8L only)
Actual Metric	PMB (PL 6H)	PMB (PL 6H)
Actual Metric	Supplies, 1N, AU, ST	Supplies, 1N, AU, ST
Actual Metric	PSG Consumer, SG, KV, 2G, 2H, SJ	PSG Consumer, SG, KV, 2G, 2H, SJ

14 - 12/1/2007 HP CXW/KM-N



<p>AMS Solutions Partner Organization PSG SPO Spec – PSG Acct/Terr CA</p> <p>RCSH811</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 10%;">Metric Name</td> <td style="width: 10%;">W1</td> <td style="width: 10%;">A/G</td> <td style="width: 10%;">DM (fullfillment)</td> </tr> <tr> <td>PSG SPO PSG Attach Rev Z</td> <td>50</td> <td>A</td> <td>I</td> </tr> <tr> <td>PSG SPO Terr Rev Z</td> <td>25</td> <td>G</td> <td>I/D</td> </tr> <tr> <td>PSG SPO PSG Attach AAMS</td> <td>25</td> <td>A/G</td> <td>I/D</td> </tr> </table> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 10%;">Perf Period</td> <td style="width: 90%;">Semi-Annual</td> </tr> <tr> <td>Accelerated Rate</td> <td>2.5x</td> </tr> <tr> <td>Performance Level threshold</td> <td>60%</td> </tr> <tr> <td>Notes:</td> <td>New FY08 Canada PSG Specialist plan</td> </tr> </table>	Metric Name	W1	A/G	DM (fullfillment)	PSG SPO PSG Attach Rev Z	50	A	I	PSG SPO Terr Rev Z	25	G	I/D	PSG SPO PSG Attach AAMS	25	A/G	I/D	Perf Period	Semi-Annual	Accelerated Rate	2.5x	Performance Level threshold	60%	Notes:	New FY08 Canada PSG Specialist plan	 <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 10%;">Key Metrics</td> <td style="width: 10%;">PSG Comm</td> <td style="width: 10%;">PSG Comm, PSG Cons</td> </tr> <tr> <td></td> <td></td> <td>PSG Comm: 21, 2C, 5X, 7F, 9F, 9H, SJ, AN, BO, BO, MG, MP, TA, TB PSG Consumer: G, KV, 2G, 2H, SJ</td> </tr> </table>	Key Metrics	PSG Comm	PSG Comm, PSG Cons			PSG Comm: 21, 2C, 5X, 7F, 9F, 9H, SJ, AN, BO, BO, MG, MP, TA, TB PSG Consumer: G, KV, 2G, 2H, SJ
Metric Name	W1	A/G	DM (fullfillment)																												
PSG SPO PSG Attach Rev Z	50	A	I																												
PSG SPO Terr Rev Z	25	G	I/D																												
PSG SPO PSG Attach AAMS	25	A/G	I/D																												
Perf Period	Semi-Annual																														
Accelerated Rate	2.5x																														
Performance Level threshold	60%																														
Notes:	New FY08 Canada PSG Specialist plan																														
Key Metrics	PSG Comm	PSG Comm, PSG Cons																													
		PSG Comm: 21, 2C, 5X, 7F, 9F, 9H, SJ, AN, BO, BO, MG, MP, TA, TB PSG Consumer: G, KV, 2G, 2H, SJ																													

15 October 2007 HP Confidential

AMS Solutions Partner Organization PSG SPO Spec - IPG Acct/Terr CA				
RCSH816				
SPSG Name:	W1	A/G	D1 (fulfillment)	
PSG SPO Acct Rev 3	50	A	I	
PSG SPO Fct Rev 3	25	G	I	
PSG SPO IPG Attach AM9	25	AG	I	
Perf Period:	Semi-Annual			
Accelerated Rate:	2.5x			
Performance level threshold:	60%			
Notes:	New FY08 Canada PSG Specialist plan			
				PL's AK, C5, DU, TT, 2A, R4, 6A, 9C
				IPG Comm, IPG Supplies
				IPG Comm, IPG Supplies
				IPG Comm: 27,2A,2B,2N,2O,30 4X,5M,6A,7T,83,8 A,9C,AS,AK,C2,C5, DA,DE,DL,JP,DU,H Q,KN,KP,KS,LF,LY M3,MA,MB,MC,PQ T5,T8,,T2,2D,T4, WS Supplies: 1N, AU, 5T
				IPG Comm: 27,2A,2B,2N,2O,3 0,4X,5M,6A,7T,83 AA,9C,AS,AK,C2,C 5,DA,DE,DL,JP,DU HQ,KN,KP,KS,LF LY,M3,MA,MB,MC, PQ,TS,T8,,T2,2D, T4, WS Supplies: 1N, AU, 5T

26 October 2007 HP Confidential

AMS Solutions Partner Organization
PSG SPO Spec - ESS Acct/Terr CA

RCSH814

Metric Name	Wk	A/G	Df (fulfillment)
PSG SPO ESS Acct Rev	50	A	I
PSG SPO ESS Terr Rev	25	G	ID
PSG SPO ESS Altech AMS	25	A/G	ID

Rev Metric Description	BCS, SWD, ISS IPG Supplies	BCS, SWD, ISS IPG Supplies
	BCS 1X, 23, 61, 2M, HA, NW, TO, TR SWD: Y, 3C, LI, LJ, LK, LL, LM, LN, 7A ISS: 4U LA, MV, SI, SY, TN Technology Svcs (PL's 06, 72, JN, R8 only)	BCS 1X, 23, 61, 2M, HA, NW, TO, TR SWD: Y, 3C, LI, LJ, LK, LL, LM, LN, 7A ISS: 4U LA, MV, SI, SY, TN Technology Svcs (PL's 06, 72, JN, R8 only)

Perf Period	Semi-Annual
Accumulator Rate	2.5x
Performance level threshold	60%
Notes	New FY08 Canada ESS Specialist plan

2006-09-07 HP Confidential



AMS Solutions Partner Organization
PSG SPO Generalist - Vol PBM CA



GCSH802

Metric Name	WT	A/G	DM (fulfillment)
PSG SPO Vol Attch AMS	50	A	I
PSG SPO Value Attch Rev	25	A	I
PSG SPO PBM ESS Attach AMS	6.25	A/G	DA
PSG SPO PBM HPS Attach AMS	6.25	A/G	DA
PSG SPO PBM PSG Attach AMS	6.25	A/G	DA
PSG SPO PBM IPG Attach AMS	6.25	A/G	DA

Rev Metric Description	SS, IPG Comm, IPG Supplies, PSG Comm	BCS, SWD, SW, Tech Svcs, Mgd Svcs, PNB
	ISS 4U, LA, MV, SI, SY, TN IPG Comm 27, 2A, 2B, 2N, 2O, 3S, 4X, 5M, 6A, 7T, 8S, 8A, 9C, A5, AK, C2, C5, DA, D6, DL, JP, DU, HO, KN, KP, KS, LF, LY, M3, MA, MB, MC, PO, TS, T8, T2, 2D, T4, WS IPG Supplies, TN, AU, ST PSG Comm: 21, 2C, 5X, 7F, 9F, 9H, 9J, AN, BO, BO, MG, MP, TA, TB	BCS: 1X, 23, 61, 2M, HA, NV, TQ, TR SWD: 1Y, 3C, LI, LJ, LK, LL, LM, LN, 7A, SW 2K, LH, TH, TK, 32, 33, 87, 2E, 8S, TE, TF, TG, 26, 2P, 6L EF, D3 Technology Svcs: 06, 2P, 4J, 7Z, 7G, JN, RA, R7, R8 Managed Svcs (PL's 24, 25 SL only) PNB (PL 6H)

Peer Period	Semi-Annual
Acceleration Ratio	2.5x, 5.0x (depending on quota size)
Performance Level Threshold	60%

Actual Metric	PL Definitions
PSG Metrics	PL's 6I, 4U, 9E, 23, 7Z, LK, JN, R8, 1Y, 3C, LI, LL
PSD Metrics	PL's 7G, 4J, JN, RA, 06, 7Z, R9
PSG Metrics	PL's 3F, MP, 9H, 3J, M3, BO, TB
PSD Metrics	PL's AK, CS, DU, 7T, 2A, R4, SA, SC

AMS Solutions Partner Organization
PSG SPO Lead Spec - ESS CA



GCSH843

Metric Name	Wt.	A/G	DM (fulfillment)
PSG SPO ESS Rev Amt CA	50	A	I
PSG SPO ESS Rev Tmt CA	25	G	VD
PSG SPO PBM ESS Attach AMS	6.25	A/G	VD
PSG SPO PBM HPS Attach AMS	6.25	A/G	VD
PSG SPO PBM PSG Attach AMS	6.25	A/G	VD
PSG SPO PBM IPG Attach AMS	6.25	A/G	VD

Rev Metric Description	BCS, ISS, SWD, SW, Tech Svcs, Mgd Svcs, PNB, PSG Comm, IPG Comm, IPG Supplies	BCS, ISS, SWD, Tech Svcs
	BCS 1X, 23, 61, 2M, HA, NW, TQ, TR ISS: 4U LA, MV, SI, SY, TN SWD 1Y, 3C, U, LJ, LK, LL, LM, LN, TA SW 2K, LH, TH, 1K, 32, 33, 87, 2E, 8S, 7E, TF, TG, 2E, 2P, R, EF, DS PSG Comm: 21, 2C, 6X, 7F, 9H, 9J, AN, BC, 1A, MG, MP, TA, TB IPG Comm: 27, 2A, 2B, 2N, 2D, 3G, 4X, 5M, 6A, 7T, 83, 84, 9 C, 1A, 1R, C2, C5, D, A, D, E, D, J, P, D, U, I, O, X, N, K, P, K, S, L, F, L, Y, M, J, A, M, B, M, C, P, O, T, 8, T8, T2, D, T4, WS Technology Svcs: 06, 2P, 4J, 7Z, 7Q, JN, PR, RT, RS Managed Svcs (PL's 24, 25, 8L only) PNB (PL 6H) Supplies: TN, AU, ST	BCS: 1X, 23, 61, 2M, HA, NW, TQ, TR ISS: 4U LA, MV, SI, SY, TN SWD 1Y, 3C, LJ, LK, LL, LM, LN, TA Technology Svcs: 06, 7Z, JN, RS

Part Period	Semi-Annual
Accelerator Rate	2.5X
Performance level threshold	60%

72 03-Nov-2007 M.C. (FY07-08)

Source Metric	PL Definitions
ESS Metric	PL's 3I, 4U, 06, 23, 7Z, LK, JN, RB, 1Y, 3C, LJ, LL
HPS Metric	PL's 7G, 4J, 2N, PM, 06, 7Z, RS
PBB Metric	PL's 9T, MP, 9H, 9J, MG, BO, TB
IPG Metric	PL's 6A, C5, DU, TT, 2A, R4, 6A, 9C



AMS Solutions Partner Organization PSG SPO Spec – ISS & SWD CA															
															
GCSH826															
<table border="1"> <tr> <th>Metric Name</th> <th>Wt</th> <th>A/G</th> <th>Df (fulfillment)</th> </tr> <tr> <td>PSG SPO ISS SWD Rev Territory CA</td> <td>75</td> <td>G</td> <td>I/D</td> </tr> <tr> <td>PSG SPO ESS Attach AMS</td> <td>25</td> <td>G</td> <td>I/D</td> </tr> </table>				Metric Name	Wt	A/G	Df (fulfillment)	PSG SPO ISS SWD Rev Territory CA	75	G	I/D	PSG SPO ESS Attach AMS	25	G	I/D
Metric Name	Wt	A/G	Df (fulfillment)												
PSG SPO ISS SWD Rev Territory CA	75	G	I/D												
PSG SPO ESS Attach AMS	25	G	I/D												
<table border="1"> <tr> <td>PSG SPO Spec – ISS & SWD</td> <td>ISS, SWD</td> </tr> <tr> <td>ISS 4U, LA, MV, SI, SY, TN SWD 1Y, 3C, LI, LJ, LK, LL, LM, LN, 7A Technology Svcs 06, R8</td> <td></td> </tr> </table>				PSG SPO Spec – ISS & SWD	ISS, SWD	ISS 4U, LA, MV, SI, SY, TN SWD 1Y, 3C, LI, LJ, LK, LL, LM, LN, 7A Technology Svcs 06, R8									
PSG SPO Spec – ISS & SWD	ISS, SWD														
ISS 4U, LA, MV, SI, SY, TN SWD 1Y, 3C, LI, LJ, LK, LL, LM, LN, 7A Technology Svcs 06, R8															
<table border="1"> <tr> <td>Part Period</td> <td>Semi-Annual</td> </tr> <tr> <td>Accumulator Rate</td> <td>2.5x</td> </tr> <tr> <td>Performance Level Threshold</td> <td>60%</td> </tr> <tr> <td>Notes</td> <td>Use by Pre-Sales only</td> </tr> </table>				Part Period	Semi-Annual	Accumulator Rate	2.5x	Performance Level Threshold	60%	Notes	Use by Pre-Sales only				
Part Period	Semi-Annual														
Accumulator Rate	2.5x														
Performance Level Threshold	60%														
Notes	Use by Pre-Sales only														
<small>30 - October 2007 - HP Confidential</small>															



AMS Solutions Partner Organization
PSG SPO Generalist - Val PBM CA



GCSP803A

Metric Name	WT	AIG	DM (fulfillment)
PSG SPO Value Add Rev.	50	A	I
PSG SPO Vol Add Rev	25	A	I
PSG SPO ESS Attach AMS	6.25	A/G	D/I
PSG SPO PBM HPS Attach AMS	6.25	A/G	D/I
PSG SPO PBM PSG Attach AMS	6.25	A/G	D/I
PSG SPO PBM IPG Attach AMS	6.25	A/G	D/I

Raw Metric Description	BCS, SWD, SW, Tech Svcs, Mgd Svcs, PMB	ISS, IPG Comm, IPG Supplies, PSG Comm
	BCS: IX, 23, 61, 2M, HA, MV, TQ, TR	ISS: 4U, LA, MV, SI SY, TN
	SWD: 1Y, 3C, LI, LJ, LK, LL, LM, LN, 7A, SW: 2K, LH, TH, TK, 32, 33, 87, 2E, 8S, TE, TF, TG, 2B, 2F, 4L, EF, D3	PSG Comm: 21, 2C, 5X, 7F, BF, BH, SJ, AN, BO, BQ, MG, MP, TA, TB
	Technology Svcs: 06, 2P, 4J, 7Z, 7G, JN, R4, R7, R8	IPG Comm: 27, 2A, 2B, 2N, 2Q, 30, 4X, 5M, 6A, 7T, 83, 8A, 8C, A, 5, AK, C2, C5, DA, DE, DL, JP, DU, HQ, KN, KP, KS, LI, TM, M3, MA, MB, MC, PO, TS, 1B, 12, 2D, 14, WS
	Managed Svcs (PL's 2A, 25, 8L only) PMB (PL 8H)	IPG Supplies: 1N, AJ, ST

Plan Period	Semi Annual
Acceleration Rate	2.5x, 5.0x
Performance level threshold	80%

11 March 2007 AE Published

Attach Metric	PL Definitions
ESS Metric	PL's SI, 4U, 06, 23, 72, LK, JN, R8, 1Y, 3C, LI, LL
HP Metric	PL's 7G, 4J, JN, R4, 06, 72, R8
PSG Metric	PL's 8F, MP, 9H, 9J, MG, BO, TB
IPG Metric	PL's AK, C5, DU, 7T, 2A, R4, 6A, 9C



AMS Solutions Partner Organization
PSG SPO Generalist – Vol Distrib CA



GCSP802A

Metric Name	Wt	A/G	Dif (fulfillment)
PSG SPO Vol Audit Rev	50	A	I
PSG SPO Value Add Rev	25	A	I
PSG SPO PBM ESS Attach AMS	6.25	G	I
PSG SPO PBM HPS Attach AMS	6.25	G	I
PSG SPO PBM PSG Attach AMS	6.25	G	I
PSG SPO PBM IPG Attach AMS	6.25	G	I

KPI Metrics Description	ISS, IPG Comm, PSG Comm, IPG Supplies	BCS, SWD, SW, Tech Svcs, Mgd Svcs, PNB
ISS 4U, LA, MV, SI, SY, TN	BCS IX, 23, 61, 2M, HA, NW, TQ, TR	
PSG Comm. 21, 2C, 5X, 7F, 9F, 9H, 9J, AN, BO, BG, MG, MP, TA, TB	SWD, 1Y, 3C, LI, LJ, UK, LL, LM, LN, 7A	
IPG Comm. 27, 2A, 2B, 2N, 2O, 3O, 4X, 5M, 6A, 7T, 83, 8A, 9C, A5, A	SW, 2K, LH, TH, TK, 32, 33, 87, 2E, 85, TE, TF, TG, 24, 2F, BE, EF, D3	
K, C2, C5, DA, DE, DL, JP, D, U, HO, KN, KP, KS, LF, LY, MS, MA, MB, MC, PQ, TS, TB, T2, TD, T4, WS	Technology Svcs, 08, 2P, 44, 72, 7G, JN, R4, R7, R8	
IPG Supplies 1N, AU, ST	Managed Svcs (PL's 24, 25 GL only)	
	PNB (PL 6H)	

Perf Period	Semi Annual
Accomplish Rate	2.5x, 5.0x
Performance level threshold	60%

Aligner Metric	
ESS Metric	PL's SI, 4U, 08, 23, 72, LK, JN, RB, 1Y, 3C, LI, LL
IPG Metric	PL's 7G, 4J, JN, R4, 06, 72, R8
PSG Metric	PL's 9F, MP, 9H, 9J, MG, BO, TB
IP3 Metric	PL's AK, C5, DU, 7T, 2A, R4, 6A, 9C

AMS Solutions Partner Organization
PSG SPO Spec - ESS AMS



GMSH805A

Metric Name	Wt	Avg	Dif (fulfillment)
PSG SPO ESS Rev	75	Avg	I/D
PSG SPO ESS Attach AMS	25	Avg	I/D

Ran Metric Description	BCS, ISS, SWD, Tech Svcs
	BCS IX, 23, 61, 2M, HA, MV, TQ, TR ISS 4U, LA, MV, SI, SY, TN SWD 1Y, 3C, LI, LJ, LK, LL, LM, LN, 7A Technology Svcs 06, 72.. JN, RB

Perf Period	Semi-Annual
Accelerator Rate	2.5x
Performance Level Threshold	60%

PL's SI, 4U, 06, 23, 72, LK, JN, R8, 1Y, 3C, LI, LL

13 October 2007 HP Confidential

AMS Solutions Partner Organization
PSG SPO Spec - HPS CA



GCSH806A

Market Sector	WR	A/G	DM (fulfillment)
PSG SPO Tech Svcs Rev	75	G	D & I
PSG SPO HPS Attach AMS	25	G	D & I

Prod Model/Category	Tech Svcs
	Technology Svcs 06, 24, 25, 2P, 4J, 6L, 72, 7G, JN, R4, R7, R8

Perf Period	Semi-Annual
Accelerator Rate	2.5x
Performance Level (stretch)	60%

Prod Model/Category	PL's
	7G, 4J, JN, R4, 06, 72, R8

54 6-Nov-2007 nE Confidential



AMS Solutions Partner Organization PSG SPO Spec - IPG AMS																			
GCSH807A																			
<table border="1"> <thead> <tr> <th>Metric Factor</th> <th>Wt</th> <th>Avg</th> <th>D1 (fulfillment)</th> </tr> </thead> <tbody> <tr> <td>PSG SPO:IPG Rev</td> <td>75</td> <td>A</td> <td>I</td> </tr> <tr> <td>CA2</td> <td></td> <td></td> <td></td> </tr> <tr> <td>-PSG SPO:IPG Attach AMS</td> <td>25</td> <td>A</td> <td>I</td> </tr> </tbody> </table>				Metric Factor	Wt	Avg	D1 (fulfillment)	PSG SPO:IPG Rev	75	A	I	CA2				-PSG SPO:IPG Attach AMS	25	A	I
Metric Factor	Wt	Avg	D1 (fulfillment)																
PSG SPO:IPG Rev	75	A	I																
CA2																			
-PSG SPO:IPG Attach AMS	25	A	I																
<table border="1"> <thead> <tr> <th>Part Period</th> <th>Semi-Annual</th> </tr> </thead> <tbody> <tr> <td>Accelerator Rate</td> <td>2.5x</td> </tr> <tr> <td>Performance Incentive threshold</td> <td>60%</td> </tr> </tbody> </table>				Part Period	Semi-Annual	Accelerator Rate	2.5x	Performance Incentive threshold	60%										
Part Period	Semi-Annual																		
Accelerator Rate	2.5x																		
Performance Incentive threshold	60%																		
<table border="1"> <thead> <tr> <th colspan="2">PSG SPO: IPG, Tech Svcs, Supplies Rev AMS</th> </tr> </thead> <tbody> <tr> <td colspan="2">IPG Comm 27, 2A, 2B, 2H, 2Q, 30, 4X, 5M, 6A, 7T, 8S, 8A, 9C, A5, AK, C2, C5, DA, DE, DL, JP, DU, HQ, KN, KPK, KS, LF, LY, M3, MA, MB, MC, PQ, T5, T8, T2, 2D, T4, WS Technology Svcs PL's R4, 2P</td> </tr> <tr> <td colspan="2">Supplies: 1N, AU, ST</td> </tr> </tbody> </table>				PSG SPO: IPG, Tech Svcs, Supplies Rev AMS		IPG Comm 27, 2A, 2B, 2H, 2Q, 30, 4X, 5M, 6A, 7T, 8S, 8A, 9C, A5, AK, C2, C5, DA, DE, DL, JP, DU, HQ, KN, KPK, KS, LF, LY, M3, MA, MB, MC, PQ, T5, T8, T2, 2D, T4, WS Technology Svcs PL's R4, 2P		Supplies: 1N, AU, ST											
PSG SPO: IPG, Tech Svcs, Supplies Rev AMS																			
IPG Comm 27, 2A, 2B, 2H, 2Q, 30, 4X, 5M, 6A, 7T, 8S, 8A, 9C, A5, AK, C2, C5, DA, DE, DL, JP, DU, HQ, KN, KPK, KS, LF, LY, M3, MA, MB, MC, PQ, T5, T8, T2, 2D, T4, WS Technology Svcs PL's R4, 2P																			
Supplies: 1N, AU, ST																			
<table border="1"> <thead> <tr> <th colspan="2">PL's AK, C5, DU, 7T, 2A, R4, SA, 9C</th> </tr> </thead> <tbody> <tr> <td colspan="2"></td> </tr> </tbody> </table>				PL's AK, C5, DU, 7T, 2A, R4, SA, 9C															
PL's AK, C5, DU, 7T, 2A, R4, SA, 9C																			

35 October 2007 HP Confidential



AMS Solutions Partner Organization PSG SPO Spec - PSG CA																	
GCSH808A																	
<table border="1"> <thead> <tr> <th>Metric Name</th> <th>WT</th> <th>A/G</th> <th>Df (fulfillment)</th> </tr> </thead> <tbody> <tr> <td>PSG SPO Tech Brds. SELL. Distr. Rev. CA</td> <td>75</td> <td>A or G</td> <td>I/D</td> </tr> <tr> <td>PSG SPG PG Attch AMS</td> <td>25</td> <td>A or G</td> <td>I/D</td> </tr> </tbody> </table>		Metric Name	WT	A/G	Df (fulfillment)	PSG SPO Tech Brds. SELL. Distr. Rev. CA	75	A or G	I/D	PSG SPG PG Attch AMS	25	A or G	I/D	<table border="1"> <thead> <tr> <th>PSG SPO: Tech Svcs, PSG Comm Rev CA</th> </tr> </thead> <tbody> <tr> <td>PSG Comm 21, 2G, 5X, 7F, 9F, 9H, 9J, AN, BO, BQ, MG, MP, TA, TB PSG Consumer 9G,KV,2G,2H,6J Technology Svcs PL R7</td> </tr> </tbody> </table>		PSG SPO: Tech Svcs, PSG Comm Rev CA	PSG Comm 21, 2G, 5X, 7F, 9F, 9H, 9J, AN, BO, BQ, MG, MP, TA, TB PSG Consumer 9G,KV,2G,2H,6J Technology Svcs PL R7
Metric Name	WT	A/G	Df (fulfillment)														
PSG SPO Tech Brds. SELL. Distr. Rev. CA	75	A or G	I/D														
PSG SPG PG Attch AMS	25	A or G	I/D														
PSG SPO: Tech Svcs, PSG Comm Rev CA																	
PSG Comm 21, 2G, 5X, 7F, 9F, 9H, 9J, AN, BO, BQ, MG, MP, TA, TB PSG Consumer 9G,KV,2G,2H,6J Technology Svcs PL R7																	
<table border="1"> <thead> <tr> <th>Plan Period</th> <th>Semi-Annual</th> </tr> </thead> <tbody> <tr> <td>Accelerator Rate</td> <td>2.5x</td> </tr> <tr> <td>Performance level threshold</td> <td>80%</td> </tr> </tbody> </table>		Plan Period	Semi-Annual	Accelerator Rate	2.5x	Performance level threshold	80%	<table border="1"> <thead> <tr> <th>PL's 8F, MP, 9H, 9J, MG, BO, TB</th> </tr> </thead> </table>		PL's 8F, MP, 9H, 9J, MG, BO, TB							
Plan Period	Semi-Annual																
Accelerator Rate	2.5x																
Performance level threshold	80%																
PL's 8F, MP, 9H, 9J, MG, BO, TB																	
<small>MS - Created 2007 HP Confidential</small>																	

AMS Solutions Partner Organization
PSG SPO Lead Spec - PSG CA

RCSH841A



Spec ID / Name	WT	A/G	DL (fulfillment)
PSG SPO A/B/C Rev A/D/C/G	50	A	I
PSG SPO PSG - Rev Only	25	A/G	I/D
PSG SPO PBM ESS Attach AMS	6.25	A/G	I/D
PSG SPO PBM HPS Attach AMS	6.25	A/G	I/D
PSG SPO PBM PSG Attach AMS	6.25	A/G	I/D
PSG SPO PBM IPG Attach AMS	6.25	A/G	I/D

Part Period	Semi-Annual
Acceptable Rate	2.5x
Performance Invat. threshold	80%

17 October 2001 HP Confidential

BCS, ISS, SW, SWD, PSG Comm,
IPG Comm, Tech Svcs, Mgd Svcs,
PNS, IPG Supplies

PSG Comm

BCS IX, 23, 51, 2M, HA, NW, TQ,
TR
ISS 4U LA, MV, SI, SY, TN
SWD 1Y, 3C, LI, LJ, UK, LL, LM, LN,
TA
SW, 2K, LH, TH, TK, 32, 33, 87, 2E,
8S, TE, TF, TG, 26, 2F, 6L, EF, 03
PSG Comm 21, 2C, 5X, 7F, 8F, BH,
WJ, AN, BO, BQ, MG, MP, TA, TB
IPG Comm
27, 2A, 2B, 2N, 2Q, 30, 4X, SM, 6A, 7T, 83,
8A, 8C, 8G, AK, C2, CS, DA, DE, DL, JP D
U, HQ, KN, KP, KS, LF, LY, M3, MA, MB, M
C, PQ, TS, TR, T2, TD, T4, WS
Technology Svcs 00, 2P, 4J, 72, 7G,
JN, RA, R7, RE
Managed Svcs (PLs 24, 25 & L only)
PNS (PL 6H)
Supplies 1N, AU, ST

PSG Comm
21, 2C, 5X,
7F, 8F, BH,
WJ, AN, BO,
BQ, MG, MP,
TA, TB
PSG
Consumer 9G,
KV, 23, 2H, BJ

Product Areas	
BCS Product	PL's 3I, 4U, 06, 23, 72, LK, JN, RB, 1Y, 3C, LJ, LL
IPG Product	PL's 70, 4J, JN, RA, 06, 72, RS
PNS Product	PL's 6F, MP, RH, R4, MG, BO, TB
PSG Product	PL's AK, CS, DU, TT, 2A, RA, 6A, 9C



AMS Solutions Partner Organization
PSG SPO Spec - IPG AMS 2



GCSH807B

Metric Name	Wt	A/G	Def (fulfilled)
PSG SPO IPG Rev C4-3	75	A/G	I/D
PSG SPO IPG Attach AMS	25	A/G	I/D

Fact Period	Semi-Annual
Accelerate Rate	2.5x
Performance limit threshold	60%

	IPG Comm, Tech Svcs, IPG Supplies
	IPG Comm 27,2A,2B,2N,2O,30,4X,5M,6 A,7T,8S,8A,9C,AS,AK,C2,C6 D,A,E,D,L,P,D,U,H,O,K,N,K P,K,S,L,F,L,Y,M3,M4,M8,M,C P,Q, T5,T8,T2,2D,T4, WS IPG Supplies 1N, AU, ST Technology Svcs (PL's R4, 2P only)

	PL's AK, CS, DU, TT, 2A, R4, BA, SC
--	--

38 October 2007 HP Confidential



**AMS Solutions Partner Organization
PSG SPO Lead Spec – IPG CA**



RCSH840

Metric Name	WT	A/G	DM (fulfillment)
PSG SPO All SU Rev Accruals CA	50	A	I
PSG SPO IPG Tech Svcs Rev CA	25	G	DM
PSG SPO IPG Attach AMS	25	G	DM

Responsible Metric	BCS, BIS, SWD, SW, Tech Svcs, Mgd Svcs, Procure, IPG Comm, IPG Supplies, PSG Comm	IPG Comm, Tech Svcs, IPG Supplies
BSC	BCS-1X, 23, B1, 2M, HA, NW, TO, TR, ISS, 4U, LA, MV, SI, SY, TN, SWD IY, 30, LL, LJ, LK, LL, LM, LN, 7A, SW, 2K, LH, TH, TK, 32, 33, 87, 2E, 8S, TE, TF, T9, 2B, 2F, EF, D3, PSG Comm, 21, 2C, 5X, 7F, 8F, 9H, 9J, AN, BO, BQ, MG, MP, TA, TB, PNB, PL (6H)	IPG Comm: 27, 2A, 2B, 2N, 2L, 2Q, 4X, 5M, 6A, 7T, 83, BA, 9C, A5, AK, C2, C5, DA, DE, DL, JP, DU, HQ, K, N, KP, KS, LF, LY, M3, MA, MB, MC, PQ, TS, T8, T2, D, T4, WS, Technology Svcs: 0B, 2P, 44, 72, 7G, JN, R4, R7, R8, Managed Svcs (PL & 24-25 SL only) Supplies: 1N, AU, ST
SWD		Technology Svcs: R4, 2P, IPG Supplies: 1N, AU, ST
PSG Comm		
IPG Comm		

Perf Period	Semi-Annual
Accelerator Rate	2.5x
Performance level threshold	60%

Attach Metrics	PL Definitions
PSG Metrics	PL: t, AK, C4, DU, TT, 2A, R4, 6A, 9C

10 October 2007 14:07:20.3654



AMS Solutions Partner Organization
PSG SPO Spec – ISS AMS CA

GCSH821



Metric Name	Wt	Avg	On (fulfillment)
PSG SPO ISS Rev CA	75	G	D & I
PSG SPO ISS Attach AMS	25	G	D & I

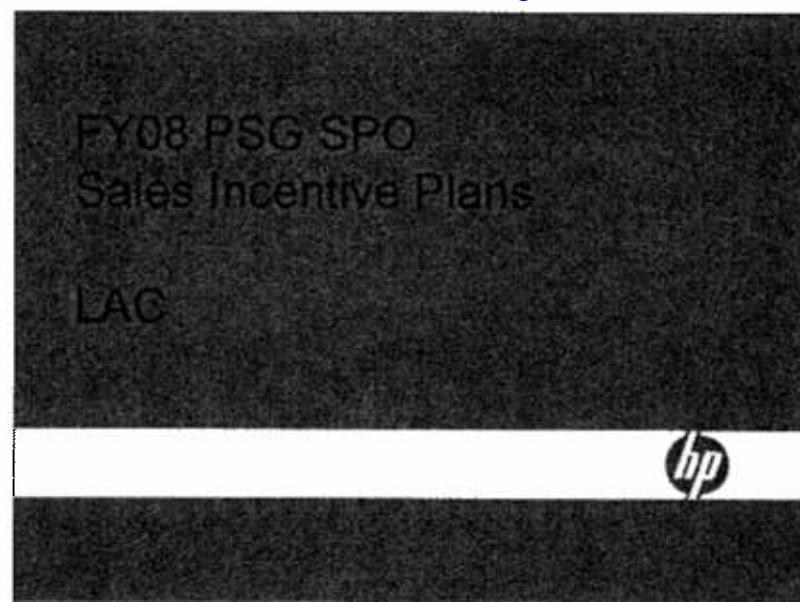
PSG SPO ISS, Tech Svcs Rev CA	ISS 4U, LA, MV, SI, SY, TN Technology Svcs PL 06
-------------------------------	--

Perf Period	Semi-Annual
Accelerator Rate	2.5x
Performance level threshold	60%

PSG SPO ISS, Tech Svcs Rev CA	ISS: SI, 4U, 06 LM, 3C LI, 1Y, LL, LK, R8
-------------------------------	---

40 Copyright 2007 HP INVENTION





How to read the plan info...

PSG SPO Spec – PSG Acct/Terr CA

Sales Role

RCSH811

Metric Name	Wt	A/G	DM (fulfillment)
PSG SPO PGG Acct Rev 2	50	A	I
PSG SPO Terr Rev 2	25	G	ID
PSG SPO PGG Attach AMS	25	A/G	ID

Rev Metric Description	PSG Comm	PSG Comm, PSG Cons
List of PL's quota/credit on the plan		List of PL's quota/credit on the plan

Perf Period	Semi-Annual
Accelerator Rate	2.5x
Performance level threshold	60%
Notes:	New FY08 Canada PSG Specialist plan

The "performance level threshold" is the stated performance level threshold the sales employee must meet prior to earning the incentive pay that was issued as a pay advance.

- Now that we have reviewed the business priorities, design priorities, sales roles, and summary of changes, we will review the Sales Comp Plans for FY08
- First, please take a few minutes to familiarize yourself with how to read the plan slides

AMS Solutions Partner Organization PSG SPO Sales Manager

GLSP850AXXLX

V1R5



Product Name	W1	A/G	DR (fulfillment)
PSG SPO Volume Rev LX	50	A	I
PSG SPO Volume Rev LX	25	A	I
PSG SPO PBM ESS Attach AMS	6.25	A	I
PSG SPO PBM HP8 Attach AMS	6.25	A	I
PSG SPO PBM PSG Attach AMS	6.25	A	I
PSG SPO PBM IPG Attach AMS	6.25	A	I

Line Item Description	PSG SPO Volume Rev LX	PSG SPO Value Rev LX
ISS: 4U, LA, MV, SL, SY, TH IPG: 27, 30, 83, 2A, 2B, 2N, 2Q, 4X, 5M, 8A, 7T, 8A, 9C, AK, C2, CS, DL, DU, HQ, KA, KP, LF, LY, MA, MC, PG, RB, T2, T4, T5, T8, WIS PSG: 21, 2C, 5X, 7F, 9F, 9H, 9J, AN, BO, BO, MG, MP, TA, TB	BCS 1X, 23, 61, 2M, 2K, HA, NW, TQ, TR SWD: 1Y, 3C, U, LJ, LK, LL, LM, LN Technology Svcs 06, 2P, 4J, 7Z, 7G, JN, R4, R7, R8 Managed Svcs: no credit Software: no credit	

Part Period	Semi-Annual
Acceleration Rate	2.5x, 5.0x
Thresholds	60%
Notes	

Actual Metric	PL Definitions
EBS Metrics	PL's SI, 4U, 23, LK, 1Y, 3C, LI, LL
IPG Metrics	PL's 7G, 4J, JN, R4, 06, 7Z, R8
PSG Metrics	PL's 9F, MP, 9H, 8J, MG, BO, TB
PG Metrics	PL's AK, C2, CS, DU, 7T, 2A, 6A, 9C

43 Oct 4, 2017 HF Credit Review



V1R5

AMS Solutions Partner Organization
PSG SPO Generalist – Vol PBM LX



GLSH802AXXLX

Market Name	Wt	A/G	DA (fulfillment)
PSG SPO Volume Rev LX	50	A	I
PSG SPO Volume Rev LX	25	A	I
PSG SPO PBM ESS Attach AMS	6.25	A	I
PSG SPO PBM HPS Attach AMS	6.25	A	I
PSG SPO PBM PSG Attach AMS	6.25	A	I
PSG SPO PBM IPG Attach AMS	6.25	A	I

Rev Metric Description DR	PSG SPO Volume Rev LX	PSG SPO Value Rev LX
	ISS, 4U, LA, MV, SI, SY, TN IPG, 27, 30, 63, 2A, 2B, 2N, 2Q, 4X, 5M, 6A, 7T, 8A, 9C, AK, C2, C5, DL, DU, HQ, KN, KP, LF, LY, MA, MC, PQ, RB, T2, T4, T5, WS PSG, 21, 2C, 5X, 7F, 9F, PH, 9J, AN, BO, BQ, MG, MP, TA, TB	BCS 1X, 23, 61, 2M, 2K, HA, NW, TQ, TR SWD 1Y, 3C, U, LJ, LK, LL, LM, LN Technology Svcs 06, 2P, 4J, 72, 7G, JN, R4 R7, R8 Managed Svcs no credit Software, no credit

Part Period	Semi-Annual
Acceleration Rate	2.5x
Threshold	60%

44 Oct 14 2007 HP Confidential

AMSL Metric	PL Definitions
ESS Metric	PL's SI, 4U, 23, LK, 1Y, 3C, LI, LL
HPS Metric	PL's 7G, 4J, JN, R4, 06, 72, R8
PSG Metric	PL's 9F, MP, 9H, SJ MG, BO, TB
IPG Metric	PL's AK, C5, DU, 7T, 2A, BA, BC



V1R5 

AMS Solutions Partner Organization
PSG SPO Spec – TSG ESS/SW LX

RLSH818AXXLX

Market Name	W1	A/G	DM (fulfillment)
PSG SPO BCS/SS & Storage Rev LX	50	A	I
PSG SPO Rev LX 2	25	A	I
PSG SPO ESS Attach AMB	25	A	I

Plan Period	Semi-Annual
Accelerator Rate	2.5x
Threshold	60%

PSG SPO BCS/SS & Storage Rev LX	ISS 4U, LA, MV, SI, SY BCS: 1X, 23, 2K, 2M, 61, HA, NW SWD: 1Y, 3C, LH, LI, LJ, LK, LL, LM, LN HPS: 06, 2P, 4J, 7Z, JN, R4, R7, R8 Software, no credit
---------------------------------	--

PSG SPO ESS Attach AMB	PL's SI, 4U, 23, LK, 1Y, 3C, LI, LL
------------------------	-------------------------------------

45 October 2007 HP Confidential



V1R5



AMS Solutions Partner Organization
PSG SPO Value PBM/TSG manager - LX (VAD)

GLSH803AXXLX

Metric Name	Wt.	A/G	DA (fulfillment)
PSG SPO-TSG Volume Rev LX	50	A	I
PSG SPO-TSG Volume Rev LX 2	25	A	I
PSG SPO-PBM ESS Almeth AMS	12.5	A	I
PSG SPO-PBM HPS Almeth AMS	12.5	A	I

Rev Metric Description	PSG SPO Value T&G Rev LX	PSG SPO Volume HPS Rev LX 2
BCS: 1X, 23, 61, 2K, 2M, HA, NW, TQ, TR SWD: 1Y, 3C, LI, LJ, LK, LL, LM, LN Technology Svcs: 06, 2P, 4J, 72, 7G, JN, R4, R7, R8 Managed Svcs: no credit Software: no credit ISS, 4U, LA, MV, SI, SY, TN	Technology Svcs: 06, 2P, 4J, 72, 7G, JN, R4, R7, R8 IPG: no credit PSG: no credit	Technology Svcs: 06, 2P, 4J, 72, 7G, JN, R4, R7, R8 IPG: no credit PSG: no credit

Attach Metric	PL Definitions
ESS Metric	PL's SI, 4U, 23, LK, 1Y, 3C, LI, LL
HPS Metric	PL's 7G, 4J, JN, R4, 06, 72, R8

46 09/04/06 2007 HP Cognos BI



AMS Solutions Partner Organization				V1R5
PSG SPO Hybrid Partner Sales Spec - ESS & HPS - LX				
RLSH889AXXLX				
Metric Name	WR	A/G	DA (fulfillment)	Rev Metric Description
PSG SPO ESS Rev LX	40	A	I	PSG SPO ESS Rev LX (BCS, SWD, Svcs, Mgd Svcs, SW, ISS)
PSG SPO HPS Rev LX	40	A	I	BCS 1X, 23, 61, 2K, 2M HA, NW, TQ, TR
PSG SPO PBM ESS Attach AMS	10	A	I	SWD: 1Y, 3C, LI, LJ, LK, LL, LM, LN
PSG SPO PBM HPS Attach AMS	10	A	I	Technology Svcs: 06, 2P, 4J, 7Z, 7G, JN, R4, R7, R8
Perf Period	Semi-Annual			Managed Svcs: no credit
Acceleration Rate	2.5x			Software: no credit
Threshold	60%			ISS (All PL's) 4U, LA, MV, SI, SY, TN
Attach Metric	PL Definitions			
ESS Metric	PL's SI, 4U, Z3, LK, 1Y, 3C, LI, LL			
HPS Metric	PL's 7G, 4J, JN, R4, 06, 7Z, R8			

47 October 2007 HP Confidential



AMS Solutions Partner Organization
PSG SPO Generalist Vol & Val LX (Uruguay,
 Bolivia)

V1R5



GLSH804AXXLX

Metric Name	Wt	A/G	D/I (fulfillment)
PSG SPO Rev LX	75	A	I
PSG SPO PBM ESS Attach AMS	6.25	A	I
PSG SPO PBM HPS Attach AMS	6.25	A	I
PSG SPO PBM PSG Attach AMS	6.25	A	I
PSG SPO PBM IPG Attach AMS	6.25	A	I

Part Period	Semi-Annual
Accelerator Rate	2.5x
Threshold	60%

45 October 2007 HP Confidential

Rev Metric Description	PSG SPO Rev LX
	BCS: 1X, 23, 61, 2K 2M, HA, NW, TQ, TR SWD: 1Y, 3C, LI, L1, LK, LL, LM, LN Technology Svcs: 06, 2P 4J, 72, 7G, JN, R4, R7, R8 Managed Svcs: no credit ISS: 4U, LA, MV, SI, SY, TN Software: no credit IPG: 27, 30, 83, 2A, 2B, 2N, 2Q, 4X, 5M, 6A, 7T, 8A, 9C, AK, C2, C5, DL, DU, HQ, KN, KP, LF, LY, MA, MC, PQ, R6, T2, T4, T5, T8, WS PSG: 21, 2C, 5X, 7F, 9F, 9H, 9J, AN, BO, BQ, MG, MP, TA, TB

Attach Metric	PL Definitions
ESS Metric	PL's SI, 4U, 23, LK, 1Y, 3C, LI, LL
HPS Metric	PL's 7G, 4J, JN, R4, 06, 72, R8
PSG Metric	PL's 6F, MP, 9H, 9J, MG, BO, TB
IPG Metric	PL's AK, C5, DU, 7T, 2A, 6A, 9C



AMS Solutions Partner Organization
PSG SPO Spec - PSG LX PSG Specialists



GLSH808AXXLX

Metric Name	WT	Avg	DM (fulfillment)
PSG SPO PSG Rev LX	75	A	I
PSG SPO PSG Attach AMS	25	A	I

PSG SPO PSG Rev LX
PSG: 21, 2C, 5X, 7F, 9F, 9H, 9J, AN, BO, BO, MG, MP, TA, TB, 9G, 6J, 2H, 2G, 9F, KV

Perf Period	Semi-Annual
Acceleration Rate	2.5x
Threshold	60%

PSG SPO PSG Rev LX
PL's 9F, MP, 9H, 9J, MG, BO, TB, R7

49 October 2007 HP Confidential



AMS Solutions Partner Organization	V1R4														
PSG SPO Spec - PSG LX PSG Specialists commercial															
GLSH808ABXLX															
<table border="1"> <tr> <th>Metric Name</th> <th>Wt</th> <th>AG</th> <th>DL (fulfillment)</th> </tr> <tr> <td>PSG SPO PSG Rev LX</td> <td>75</td> <td>A</td> <td>I</td> </tr> <tr> <td>PSG SPO PSG Attach AMS</td> <td>25</td> <td>A</td> <td>I</td> </tr> </table>				Metric Name	Wt	AG	DL (fulfillment)	PSG SPO PSG Rev LX	75	A	I	PSG SPO PSG Attach AMS	25	A	I
Metric Name	Wt	AG	DL (fulfillment)												
PSG SPO PSG Rev LX	75	A	I												
PSG SPO PSG Attach AMS	25	A	I												
<table border="1"> <tr> <td>New Metrics Description</td> <td>P&G SPO PSG Rev LX</td> </tr> <tr> <td colspan="2">PSG 21, 2C, 5X, 7F, 9F, 9H, 9J, AN, BO, BO, MG, MP, TA, TB, SF</td> </tr> </table>				New Metrics Description	P&G SPO PSG Rev LX	PSG 21, 2C, 5X, 7F, 9F, 9H, 9J, AN, BO, BO, MG, MP, TA, TB, SF									
New Metrics Description	P&G SPO PSG Rev LX														
PSG 21, 2C, 5X, 7F, 9F, 9H, 9J, AN, BO, BO, MG, MP, TA, TB, SF															
<table border="1"> <tr> <td>Perf Period</td> <td>Semi-Annual</td> </tr> <tr> <td>Accelerator Rate</td> <td>2.5x</td> </tr> <tr> <td>Threshold</td> <td>60%</td> </tr> </table>				Perf Period	Semi-Annual	Accelerator Rate	2.5x	Threshold	60%						
Perf Period	Semi-Annual														
Accelerator Rate	2.5x														
Threshold	60%														
<table border="1"> <tr> <td>PSG SPO PSG Attach AMS</td> <td>PL's SF, MP, 9H, 9J, MG, BO, TB, R7</td> </tr> </table>				PSG SPO PSG Attach AMS	PL's SF, MP, 9H, 9J, MG, BO, TB, R7										
PSG SPO PSG Attach AMS	PL's SF, MP, 9H, 9J, MG, BO, TB, R7														
Use in Brazil															
50 October 2007 Non-Confidential															



AMS Solutions Partner Organization	V1R4 																
PSG SPO Spec - PSG LX PSG Specialists handhelds																	
GLSH808ACXLX																	
<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th>Metric Name</th> <th>WR</th> <th>AG</th> <th>DM (fulfillment)</th> </tr> </thead> <tbody> <tr> <td>PSG SPO PSG Rev LX</td> <td>75</td> <td>A</td> <td>I</td> </tr> <tr> <td>PSG SPO PSG Attach AMS</td> <td>25</td> <td>A</td> <td>I</td> </tr> </tbody> </table>	Metric Name	WR	AG	DM (fulfillment)	PSG SPO PSG Rev LX	75	A	I	PSG SPO PSG Attach AMS	25	A	I	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%;">Part Number</td> <td style="width: 50%;">PSG SPO PSG Rev LX</td> </tr> <tr> <td>PSG 21</td> <td></td> </tr> </table>	Part Number	PSG SPO PSG Rev LX	PSG 21	
Metric Name	WR	AG	DM (fulfillment)														
PSG SPO PSG Rev LX	75	A	I														
PSG SPO PSG Attach AMS	25	A	I														
Part Number	PSG SPO PSG Rev LX																
PSG 21																	
<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%;">Part Period</td> <td style="width: 50%;">Semi-Annual</td> </tr> <tr> <td>Accelerator Rate</td> <td>2.5x</td> </tr> <tr> <td>Threshold</td> <td>60%</td> </tr> </table>	Part Period	Semi-Annual	Accelerator Rate	2.5x	Threshold	60%	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%;">PL's</td> <td style="width: 50%;">PL's 9J</td> </tr> </table>	PL's	PL's 9J								
Part Period	Semi-Annual																
Accelerator Rate	2.5x																
Threshold	60%																
PL's	PL's 9J																
Use in Brazil																	
SI - Subject to SRT - HP Classified																	

AMS Solutions Partner Organization
PSG SPO Spec - Workstations US



GUSH810AXXUS

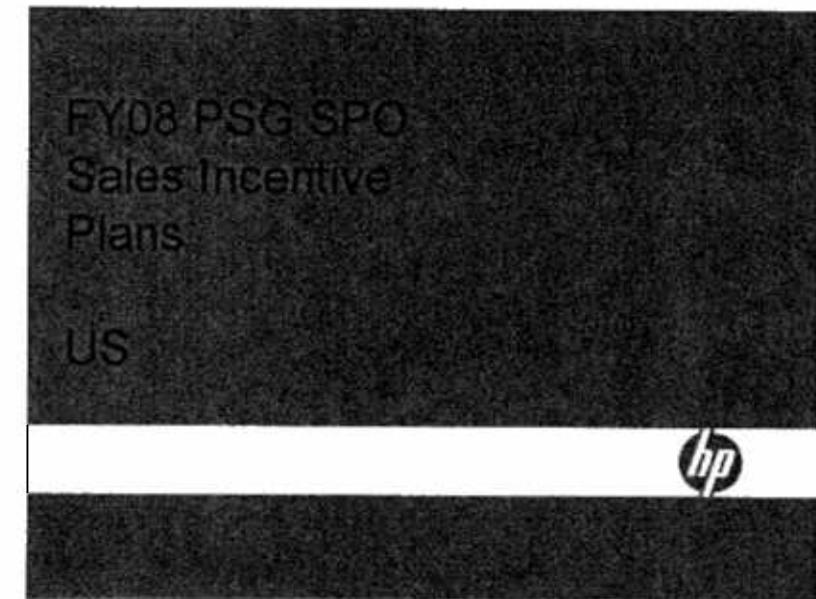
Market Name	WT	A/G	DM (fulfillment)
PSG SPO - Workstations US	75	A	I
PSG SPO - Workstations Attach US	25	A	I

Rev Metric Description	PSG SPO Workstations; 5X, 9H, TB, Rev US
PSG PL's 5X (Workstation Systems), 9H (Workstation Brand Options), TB (Workstation Displays)	

Perf Period	Semi-Annual
Accelerator Rate	2.5x
Threshold	60%
Notes:	6-8 people, changed plan, no need for middle metric – focused purely on workstations through targeted resellers

PSG SPO Workstations Attach US	PSG PL 5H, TB, 9F, 9J, BO, MG, MP
--------------------------------	-----------------------------------

02-03-14-04-05-06
HP Financials



How to read the plan info...

PSG SPO Spec – PSG Acct/Terr CA

Sales Role

RCSH811

SALES NAME	WT	A/G	DM (fulfillment)
PSG SPO PSG Acct Rev 2	50	A	I
PSG SPO Terr Rev 2	25	G	I/D
PSG SPO PSG Attach AMS	25	A/G	I/D

Perf Period	Semi-Annual
Assignment Rate	2.5x
Performance level threshold	60%
Notes	New FY08 Canada PSG Specialist plan

The "performance level threshold" is the stated performance level threshold the sales employee must meet prior to earning the incentive pay that was issued as a pay advance.

PSG Comm
List of PL's quota/credit on the plan

PSG Comm, PSG Cons
List of PL's quota/credit on the plan

- Now that we have reviewed the business priorities, design priorities, sales roles, and summary of changes, we will review the Sales Comp Plans for FY08
- First, please take a few minutes to familiarize yourself with how to read the plan slides

AMS Solutions Partner Organization
PSG SPO Services US



RUSH850

Metric Name	WT	A/G	Df (fulfillment)
PSG SPO Services New Rev	75	A	I
PSG SPO Services Renewal Rev	25	A	I

Ref Metric Description	PSG SPO Services New Rev US	PSG SPO Services Renewal Rev US
	PLS 06, 24, 25, 2P, 4J, 6L, 72, 7G, JN, R4, R7, RB	PLS 06, 24, 25, 2P, 4J, 8L, 72, 7G, JN, R4, R7, RB, REN

Part Period	Semi-Annual
Acceleration Rate	2.5x
Threshold	60%
Notes:	

55 10/14/2007 HP Confidential

AMS Solutions Partner Organization
PSG SPO Spec - Workstations US



GUSH810

Metric Name	Wt	Avg	DM (fulfillment)
PSG SPO Workstations Rev. US	75	A	I
PSG SPO Workstations - Attach 2	25	A	I

New Metric Description	PSG SPO Workstations: 5X, 9H, TB, Rev US
PSG Plus 5X (Workstation Systems), 9H (Workstation Brand Options), TB (Workstation Displays) WKS	

Perf Period	Semi-Annual
Acceptable Rate	2.5x
Threshold	80%
Notes:	

PSG PL 9H, TB, 9F, 9J, BO, MG, MP

© October 2007 HP Confidential



AMS Solutions Partner Organization
PSG SPO Spec - BPC US



RUSH823

Metric Name	Wt	Avg	DM (fulfillment)
PSG SPO BPC Solutions Rev US	75	A	I
PSG SPO Workstations Attach US	25	A	I

Rev Metric Description	PSG PL's 2C, BO, 8F
PSG PL's 2C, BO, 8F	PSG PL's 2C, BO, 8F

Port Period	Semi-Annual
Accelerator Sales	2.5x
Threshold	60%
Notes	

PSG PL's 2C, BO, 8F	PSG PL's 2C, BO, 8F	PSG PL's 2C, BO, 8F
---------------------	---------------------	---------------------

57 | October 2007 | HP Confidential



AMS Solutions Partner Organization
PSG SPO Spec - Data Center US



RUSH818

Metric Name	WT	A/G	DM (fulfillment)
PSG SPO BCS/ISS & Storage Rev US	50	A	I
PSG SPO Rev US	25	A	I
PSG SPO ESS, Attach US	25	A	I

Perf Period:	Semi-Annual
Acceleration Rate:	2.5x
Threshold:	60%



PSG SPO: IPG, PSG, ISS, BCS, SWD, HPS, Procurement Rev US
 IPG: 27, 30, 83, 2A, 2B, 2N, 4X, 5M, 6A, 7T, 8A, AK, C2, CS, DL, DU, KN, KP, LF, LY, MA, MC, PQ, R6, T2, T4, T5, T8, WS TT
 BCS: 1X, 23, 61, 2M, HA, TQ, TR
 ISS: MV
 SWD: Y, 3C, LI, LJ, LK, LL, LM, LN
 BCS: 1X, 23, 61, 2M, HA, TQ, TR
 HPS: 06, 24, 25, 2P, 4J, 6L, 72, 7G
 JN, R4, R7, R8
 Procurement 6H



PL's 4U, SI, TN, 06, 23, 72, JN, R8, 1Y, 3C, LI, LL, LK, ESA

05 October 2007 HP Confidential



AMS Solutions Partner Organization
PSG SPO Spec - Ptnr Leasing US



RUSH828

Metric Name	Wt	A/G	DA (fulfillment)
PSG SPO Partner Leasing Rev	50	A	I
PSG SPO Partner Leasing Margin	50	A	I

Key Metric Description	PSG SPO Partner Leasing Rev	PSG SPO Value: BC5, SWD, Tech Svcs, Rev AMS
	PL_FSI	PL_FS2

Part Period	Semi Annual
Accelerator Rate	2.5x
Threshold	50%
Notes	

59 October 2007 HP Confidential

AMS Solutions Partner Organization
PSG SPO Generalist - Vol PBM AMS



GMSH802A

Metric Name	Wk	A/G	DI (fulfillment)
PSG SPO Volume Rev AMS	50	A	I
PSG SPO Value Rev AMS	25	A	I
PSG SPO PBM ESS Attach US	6.25	A	I
PSG SPO PBM HPS Attach US	6.25	A	I
PSG SPO PBM PSG Attach US	6.25	A	I
PSG SPO PBM IPG Attach US	6.25	A	I

Perf Period	Semi-Annual
Assessment Rule	2.5x, 5.0x, 6.0x
Threshold	60%

60 - October 2007 - 16 - Confidential

Rev Metric Description	PSG SPO Volume: ISB, IPG, PSG Rev AMS	PSG SPO Value: BCS, SWD, Tech Svcs, Rev AMS
	ISB: 4U, LA, MV, SI, SY, TN IPG: 27, 30, 83, 2A, 2B, 2N, 4X, 5M, 6A, 7T, 8A, AK, C2, CS, DL, DU, KN, KP, LF, LY, MA, MC, PQ, R6, T2, T4, TS, TS, WS, TT PSG: 21, 2C, 5X, 7F, 9F, SH, 9J, AN, BO, MG, MP, TA, TB	BCS: 1X, 23, 61, 2M, HA, TQ, TR SWD: 1Y, 3C, LI, LJ, LK, LL, LM, LN Technology Svcs: 06, 24, 25, 2P, 4J, 6L, 72, 7G, JN, R4, R7, R8 PhB (PL 6H)

Assess Metric	PL Definitions
ISB Metric	PL's SI, 4U, 06, 23, 72, LK, JN, R8, 1Y, 3C, LI, LL, TN, ESA
HPS Metric	PL's 06, 4J, 72, 7G, JN, R4, R8
PSG Metric	PL's 9F, SH, 9J, BO, MG, MP, TB
IPG Metric	PL's 2A, 6A, 7T, AK, CS, DU, R4, R6, T4

AMS Solutions Partner Organization
PSG SPO Generalist – Val PBM AMS



GMSP803

Metric Name	Wt	A/G	DM (fulfillment)
PSG SPO Volume Rev AMS	50	A	I
PSG SPO Volume Rev AMS	25	A	I
PSG SPO PBM ESS Attach US	6.25	A	I
PSG SPO PBM HPS Attach AMS	6.25	A	I
PSG SPO PBM PSG Attach AMS	6.25	A	I
PSG SPO PBM IPG Attach US	6.25	A	I

Rev Metric Description	PSG SPO Value: BCS, SWD, Tech Svcs, PNB Rev AMS	PSG SPO Value: ISS, IPG, PSG Rev AMS
	BCS: 1X, 23, 61, 2M HA, TQ, TR SWD: 1Y, 3C, LI, LJ, LK, LL, LM, LN Technology Svcs: 06, 24, 25, 2P, 4J, 6L, 72, 7G, JN, R4, R7, R8 PNB (PL SH)	ISS: 4U, LA, MV, SI, SY, TN IPG: 27, 30, 83, 2A, 2B, 2N, 4X, 5M, 6A, 7T, 8A, AK, C2, C5, DL, DU, KN, KP, LF, LY, MA, MC, PQ, R6, T2, T4, T5 T8 WS, TT PSG: 21, 2C, 5X, 7F, 9F, 9H, 9J, AN, BO, MG, MP, TA, TB

Perf Period	Semi-Annual
Accelerator	2.5x, 5.0x
Rate	
Threshold	60%

F1 October 2007 HF Completed

Attach Metric	PL Definitions
ESS Metric	PL's SI, 4U, 06, 23, 72, LK, JN, R8, 1Y, 3C, LI, LJ, TN, ESA
HPS Metric	PL's 7G, 4J, JN, R4, 06, 72, R8
IPG Metric	PL's BF, MP, SH, 9J, MG, BO, TB
PSG Metric	PL's AK, C3, DU, 7T, 2A, R4, 5A, R6, T4



AMS Solutions Partner Organization
PSG SPO Generalist – Hybrid Val & Vol AMS

GMSH804



Metric Name	VR	A/G	DM (fulfillment)
PSG SPO Rev AMR	75	A	I
PSG SPO PBM ESS Attach US	6.25	A	I
PSG SPO PBM HPS Attach US	6.25	A	I
PSG SPO PBM PSG Attach US	6.25	A	I
PSG SPO PBM IPG Attach US	6.25	A	I

Rev Metric Description	PSG SPO: BC6, SWD, Tech Svcs, PNB, ISS, IPG, PSG Rev AMR
	BCS 1X, 23, 61, 2M, HA, TQ, TR SWD: 1Y, 3C, LI, LJ, LK, LL, LM, LN Technology Svcs 06, 24, 25, 2P, 4J, 5L, 72, 7G, JN, R4, R7, R8 PNB (PL 6H) ISS 4U, LA, MV, SI, SY, TN IPG 27, 30, 63, 2A, 2B, 2N, 4X, 5M, 6A, 7T, 8A, AK, C2, C5, DL, DU, KN, KP, LF, LY, MA, MC, PQ, RG, T2, T4, T5, T8, WS, TT PSG 21, 2C, 5X, 7F, 9F, 9H, 9J, AN, BO, MG, MP, TA, TB

Perf Period	Semi-Annual
Accelerator Rate	2.5x
Threshold	60%

Project Metric	PL Definitions
ESS Metric	PL's SI, 4U, 06, 23, 72, LK, JN, R8, 1Y, 3C, LI, LL, TN, ESA
HPS Metric	PL's 7G, 4J, JN, R4, 06, 72, R8
PSG Metric	PL's 9F, MP, SH, 9J, MG, BO, TB
IPG Metric	PL's AK, C5, DU, 7T, 2A, R4, 6A, R6, T4

62 October 2007 HP Confidential



AMS Solutions Partner Organization
PSG SPO Spec - ESS US



GUSH805

Metric Name	Wt	A/G	DM (fulfillment)
PSG SPO ESS Rev US	75	A	I
PSG SPO ESS Attach US	25	A	I

New Metric Description	PSG SPO ESS: BC8, SWD, ISS Rev UB
BCS-1X, 23, 61, 2M, HA, TQ, TR	SWD 1Y, 3C, LI, LJ, LK, LL, LM, LN

Perf Period	Semi-Annual
Anticipation Factor	2.5x
Threshold	50%
Notes	Use by Pre-Sales only

Impact Score	PL's SI, 4U, 06, 23, 72, LK, JN, R8, 1Y, 3C, LI, LL, TN, ESA
Impact Score	PL's SI, 4U, 06, 23, 72, LK, JN, R8, 1Y, 3C, LI, LL, TN, ESA

PA - 04/04/2007 HP Confidential

AMS Solutions Partner Organization PSG SPO Spec - HPS US GUSH806																				
<table border="1"> <tr> <td>Model Name</td> <td>Wt</td> <td>A/G</td> <td>D4 (fullfillment)</td> </tr> <tr> <td>PSG SPO HPS Rate Lst</td> <td>75</td> <td>A</td> <td>I</td> </tr> <tr> <td>PSG SPO HPS Attach US</td> <td>25</td> <td>A</td> <td>I</td> </tr> </table>		Model Name	Wt	A/G	D4 (fullfillment)	PSG SPO HPS Rate Lst	75	A	I	PSG SPO HPS Attach US	25	A	I	<table border="1"> <tr> <td>Model Description</td> <td>PSG SPO HPS: Tech Svcs, Rev US</td> </tr> <tr> <td></td> <td>Technology Svcs 06, 24, 25, 2P, 4J, 6L, 72, 7G, JN, R4, R7, R8, REN</td> </tr> </table>			Model Description	PSG SPO HPS: Tech Svcs, Rev US		Technology Svcs 06, 24, 25, 2P, 4J, 6L, 72, 7G, JN, R4, R7, R8, REN
Model Name	Wt	A/G	D4 (fullfillment)																	
PSG SPO HPS Rate Lst	75	A	I																	
PSG SPO HPS Attach US	25	A	I																	
Model Description	PSG SPO HPS: Tech Svcs, Rev US																			
	Technology Svcs 06, 24, 25, 2P, 4J, 6L, 72, 7G, JN, R4, R7, R8, REN																			
<table border="1"> <tr> <td>Perf Period</td> <td>Semi-Annual</td> </tr> <tr> <td>Amortization Rate</td> <td>2.5x</td> </tr> <tr> <td>Threshold</td> <td>60%</td> </tr> </table>		Perf Period	Semi-Annual	Amortization Rate	2.5x	Threshold	60%	<table border="1"> <tr> <td>PSG SPO HPS Attach US</td> <td>PL's 7G, 4J, JN, R4, 06, 72, R8</td> </tr> </table>			PSG SPO HPS Attach US	PL's 7G, 4J, JN, R4, 06, 72, R8								
Perf Period	Semi-Annual																			
Amortization Rate	2.5x																			
Threshold	60%																			
PSG SPO HPS Attach US	PL's 7G, 4J, JN, R4, 06, 72, R8																			
44 - Unlabeled 2.07 - HP Confidential																				

AMS Solutions Partner Organization
PSG SPO Spec - HPS CSP US



RUSH806

Metric Name	Wt	A/G	DF (fulfillment)
PSG SPO HPS Rev US	50	A	I
PSG SPO HPS Rollup Rev US	25	A	I
PSG SPO HPS Attach US	25	A	I

PSG SPO HPS Rev US	PSG SPO HPS: Tech Svcs Rev US (Assigned CSP)	PSG SPO HPS: Tech Svcs Rev (All CSP's)
	Technology Svcs 06, 24, 25, 2P, 4J, 6L, 72, 7G, JN, R4, R7, R8	Technology Svcs 06, 24, 25, 2P, 4J, 6L, 72, 7G, JN, R4, R7, R8

Part Period	Semi-Annual
Accelerator Rate	2.5x
Threshold	60%

PSG SPO HPS Rev US	PL's 7G, 4J, JN, R4, 06, 72, R8
--------------------	---------------------------------

01 - October 2007 HP Confidential



AMS Solutions Partner Organization
PSG SPO Spec - IPG US

GUSH807A



Market Name	Wt.	A/G	D1 (fulfillment)
PSG SPO IPG Rev US	75	A	I
PSG SPO IPG Attach US	25	A	I

Market Name	PSG SPO IPG Tech Svcs Rev US
	IPG-27, 30, 63, 2A, 2B, 2N, 4X, 5M, 6A, 7T, 8A, AK, C2, C5, DL, DU, KN, KP, LF, LY, MA, MC, PQ, R6, T2, T4, T5, T8, WS, TT Technology Svcs PL's R4, 2P

Part Period	Semi-Annual
Acceleration Rate	2.5%
Threshold	60%

Market Name	PSG SPO IPG Tech Svcs Rev US
	PL's AK, C5, DU, 7T, 2A, R4, 6A, R6, T4

05 - October 2007 HP Confidential



AMS Solutions Partner Organization
PSG SPO IPG Spec CSP US

GUSH807B



Metric Name	WT	A/G	Df (fulfillment)
PSG SPO IPG Rev US	50	A	I
PSG SPO IPG Rollup Rev US	25	A	I
SPO IPG Attach US	25	A	I

Part Period	Semi-Annual
Accelerator Rate	5.0x
Threshold	60%

Top Line Metric Description	SPO IPG, Tech Svcs, Top Line US (Assigned CSP)	SPO IPG , Tech Svcs, Rollup Top Line (All CSP's)
See Backup	IPG 27, 30, 83, 2A, 2B, 2N, 4X, 5M, 6A, 7T, 8A, AK, C2, CS, DL, DU, KN, KP, LF, LY, MA, MC, PQ, R6, T2, T4, T5, T8, WS, TT, Technology Svcs P.L's R4, 2P	IPG 27, 30, 83, 2A, 2B, 2N, 4X, 5M, 6A, 7T, 8A, AK, C2, CS, DL, DU, KN, KP, LF, LY, MA, MC, PQ, R6, T2, T4, T5, T8, WS, TT, Technology Svcs P.L's R4, 2P

PSG SPO IPG Attach US

AM - October 2007 HP Confidential

**AMS Solutions Partner Organization
PSG SPO Lead Spec - IPG US**

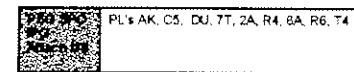


RUSH840

Market Segment	W1	A/G	D1 (Fulfillment)
PSG SPO IPG Rev US	50	A	I
PSG SPO Rev AMS	25	A	I
PSG SPO IPG Attach US	25	A	I

Part Period	Semi-Annual
Accelerator Rate	2.5x
Threshold	60%

PSG SPO IPG Tech Svcs Rev US	PSG SPO: BCS, SWD, Tech Svcs PNB, ISS, IPG, PSG Rev AMS
IPG: 27, 30, 63, 2A, 2B, 2N 4X, 5M, 6A, 7T, 8A, AK, C2, C5, DL, DU, KN, KP, LF, LY, MA, MC, PQ, R6, T2, T4, T5 T8 WS, TT Technology Svcs PL & R4, 2P	BCS: 1X, 23, 61, 2M, HA, TQ, TR SWD: 1Y, 3C, LI, LJ, LK, LL, LM, LN Technology Svcs 06, 24, 25, 2P, 4J 6L, 72, 7G, JN, R4, R7, R8 PNB (PL 6H) ISS: 4U, LA, MV, SI, SY TN IPG: 27, 30, 63, 2A, 2B, 2N, 4X, 5M, 6A, 7T, 8A, AK, C2, C5, DL, DU, KN, KP, LF, LY, MA, MC, PQ, R6, T2, T4, T5 T8 WS, TT PSG: 21, 2C, 5X, 7F, 8F, 9H, 9J AN, BO, MG, MP, TA, TB



PL's AK, C5, DU, 7T, 2A, R4, 8A, R6, T4

68

Created 2017

HP Confidential



AMS Solutions Partner Organization
PSG SPO Spec - PSG US



GUSH808

Model Name	Wt	A/G	Ds (fulfillment)
PSG SPO PSG Rev US	75	A	I
PSG SPO-PSG Attach US	25	A	I

Model Name	PSG SPO PSG Rev US
	PSG 21, 2C, 5X, 7F, 9F, 9H, 9J, AN, BO, MG, MP, TA, TB

Perf Period	Semi-Annual
Accelerator Rate	2.5x
Threshold	60%

Model Name	PSG SPO PSG Rev US
	PL's 9F MP 9H 9J, MG BO, TB

Page 10 of 100 | HP Confidential

AMS Solutions Partner Organization PSG SPO Spec – PSG CSP US																								
RUSH808																								
<table border="1"> <thead> <tr> <th>Month Month</th> <th>WT</th> <th>A/G</th> <th>DM (fulfillment)</th> </tr> </thead> <tbody> <tr> <td>PSG SPO PSG Rev US</td> <td>50</td> <td>A</td> <td>I</td> </tr> <tr> <td>PSG SPO PSG Rollup Rev US</td> <td>25</td> <td>A</td> <td>I</td> </tr> <tr> <td>PSG SPO PSG Attach US</td> <td>25</td> <td>A</td> <td>I</td> </tr> </tbody> </table>				Month Month	WT	A/G	DM (fulfillment)	PSG SPO PSG Rev US	50	A	I	PSG SPO PSG Rollup Rev US	25	A	I	PSG SPO PSG Attach US	25	A	I	<table border="1"> <thead> <tr> <th>PSG SPO PSG Rev US</th> <th>PSG SPO PSG Rollup Rev</th> </tr> </thead> <tbody> <tr> <td>PSG 21, 2C, 5X, 7F, 8F, 9H, 9J, AN, BO, MG, MP, TA, TB</td> <td>PSG 21, 2C, 5X, 7F, 8F, 9H, 9J, AN, BO, MG, MP, TA, TB</td> </tr> </tbody> </table>	PSG SPO PSG Rev US	PSG SPO PSG Rollup Rev	PSG 21, 2C, 5X, 7F, 8F, 9H, 9J, AN, BO, MG, MP, TA, TB	PSG 21, 2C, 5X, 7F, 8F, 9H, 9J, AN, BO, MG, MP, TA, TB
Month Month	WT	A/G	DM (fulfillment)																					
PSG SPO PSG Rev US	50	A	I																					
PSG SPO PSG Rollup Rev US	25	A	I																					
PSG SPO PSG Attach US	25	A	I																					
PSG SPO PSG Rev US	PSG SPO PSG Rollup Rev																							
PSG 21, 2C, 5X, 7F, 8F, 9H, 9J, AN, BO, MG, MP, TA, TB	PSG 21, 2C, 5X, 7F, 8F, 9H, 9J, AN, BO, MG, MP, TA, TB																							
<table border="1"> <tr> <td>Part Period</td> <td>Semi-Annual</td> </tr> <tr> <td>Accelerator Rate</td> <td>5.0x</td> </tr> <tr> <td>Threshold</td> <td>60%</td> </tr> </table>				Part Period	Semi-Annual	Accelerator Rate	5.0x	Threshold	60%	 PL's 9F MP 8H, 9J, MG BO, TB														
Part Period	Semi-Annual																							
Accelerator Rate	5.0x																							
Threshold	60%																							
<small>70 - 01/04/2007 - HP Confidential</small>																								

**AMS Solutions Partner Organization
PSG SPO Lead Spec – PSG US**



RUSH841

Metric Name	Wt	Avg	DA (fulfillment)
PSG SPO PSG Rev US	50	A	I
PSG SPO Rev AMS	25	A	I
PSG SPO PSG Attach US	25	A	I

Perf Period	Semi-Annual
Accelerator Rate	2.5x
Threshold	80%

Rev Metric Description

PSG SPO
PSG
Rev USPSG SPO: BCS, SWD, Tech Svcs,
PNB, ISS, IPG, PSG Rev AMSPSG: 21, 2C,
5X, 7F, 9F,
9H, 9J, AN,
BO, MG, MP,
TA, TBBCS: 1X, 23, 6I, 2M, HA, TQ, TR,
SWD: 1Y, 3C, LI, LJ, LK, LL, LM, LN,
Technology Svcs: 06, 24, 25, 2P, 4J, 6L,
72, 7G, JN, R4, R7, R8PNB (PL 8H)
ISS: 4U, LA, MV, SI, SY, TN,
IPG: 27, 30, 83, 2A, 2B, 2N, 4X, 5M, 6A,
7T, 8A, AK, C2, C5, DL, DU, KN, KP,
LF, LY, MA, MC, PQ, R6, T2, T4, T5,
T8 WS, TT
PSG: 21, 2C, 5X, 7F, 9F, 9H, 9J, AN,
BO, MG, MP, TA, TBPSG SPO
PSG
Attach USPSG SPO: BCS, SWD, Tech Svcs,
PNB, ISS, IPG, PSG Rev AMS

71 01/04/2007 14:07:54:04



AMS Solutions Partner Organization
PSG SPO Spec - SWD US



GUSH820

Metric Name	Wt	A/G	D1 (fulfillment)
PSG SPO Storage Rev US	75	A	I
PSG SPO Storage Attach US	25	A	I

PSG SPO Storage, Tech Svcs Rev US
SWD: Y1, 3C, U, LJ, LK, LL, LM, LN Technology Svcs PL RB

Perf Period	Semi-Annual
Accelerate Rate	2.5x
Threshold	60%

SWD: LK, R8, LL
Technology Svcs PL RB

72 October 2007 HP Confidential



AMS Solutions Partner Organization PSG SPO Spec – SWD CSP US					
RUSH820					
Metric Name	W1	AVG	DM (fulfillment)	PSG SPO Storage, Tech Svcs Rev US (Assigned CSP)	PSG SPO Storage Tech Svcs Rollup Rev (All CSP's)
PSG SPO Storage Rev US	50	A	I	SWD 1Y, 3C, LI, LJ, LK, LL, LM, LN Technology Svcs PL R8	SWD 1Y, 3C, LI, LJ, LK, LL, LM, LN Technology Svcs PL R8
PSG SPO Storage Rollup Rev US	25	A	I		
PSG SPO Storage Attach US	25	A	I		
Part Period	Semi-Annual				
Acceleration Rate	2.5x				
Threshold	60%				

74 February 2007 HP Confidential

AMS Solutions Partner Organization
PSG SPO Lead Spec - SWD US



RUSH844

Market Name	Wt	A/G	DM (fulfillment)
PSG SPO Storage Rev US	50	A	I
PSG SPO Rev AMS	25	A	I
PSG SPO Storage Attach US	25	A	I

Part Period	Semi-Annual
Accelerated Rate	2.5x
Threshold	60%

PSG SPO Storage Tech Svcs Rev US	PSG SPO: BCS, SWD, Tech Svcs, PNB, ISS, IPG, PSG Rev AMS
SWD: 1Y, 3C, LI, LJ, LK, LL, LM, LN Technology Svcs PL, R8	BCS: IX, 23, 61, 2M, HA, TQ, TR SWD: 1Y, 3C, LI, LJ, LK, LL, LM, LN Technology Svcs 06, 24, 25, 2P, 4J, 6L, 72, 7G, JN, R4, R7, R8 PNB (PL 6H) ISS: 4U, IA, MV, SI, SY, TN, IPG: 27, 30, 83, 2A, 2B, 2N, 4X, 5M, 8A, 7T, 8A, AK, C2, C5, DL, DU, KN, KP, LF, LY, MA, MC, PQ, R6, T2, T4, T5, T8, WS, TT PSG: 21, 2C, 5X, 7F, 9H, 9J, AN, BA, MG, MP, TA, TB

SWD: LK, R8, LL

54 (REV 4/08/2007) HP Confidential



 AMS Solutions Partner Organization PSG SPO TSG Non-Lead Spec - SWD RUSH832																																				
<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th>Metric Name</th> <th>Wk</th> <th>A/G</th> <th>D/F (fulfillment)</th> </tr> </thead> <tbody> <tr> <td>PSG SPO Storage Rev US</td> <td>50</td> <td>A</td> <td>I</td> </tr> <tr> <td>PSG SPO TSG Rev US</td> <td>25</td> <td>A</td> <td>I</td> </tr> <tr> <td>PSG SPO Storage Attach US</td> <td>25</td> <td>A</td> <td>I</td> </tr> </tbody> </table> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 5%;">Fact Period</td> <td>Semi-Annual</td> </tr> <tr> <td>Accelerate Rate</td> <td>2.5x</td> </tr> <tr> <td>Threshold</td> <td>60%</td> </tr> </table>	Metric Name	Wk	A/G	D/F (fulfillment)	PSG SPO Storage Rev US	50	A	I	PSG SPO TSG Rev US	25	A	I	PSG SPO Storage Attach US	25	A	I	Fact Period	Semi-Annual	Accelerate Rate	2.5x	Threshold	60%		<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%; padding: 5px;">PSG SPO Storage, Tech Svcs Rev US</td> <td style="width: 50%; padding: 5px;">PSG SPO TSG: BCS, SWD, Tech Svcs, PNB, ISS Rev US</td> </tr> <tr> <td style="padding: 5px;">SWD: 1Y, 3C, LI, LJ, LK, LL, LM, LN</td> <td style="padding: 5px;">BCS: 1X, 23, 6I, 2M, HA, TQ, TR</td> </tr> <tr> <td style="padding: 5px;">Technology Svcs PL, R8</td> <td style="padding: 5px;">SWD: 1Y, 3C, LI, LJ, LK, LL, LM, LN</td> </tr> <tr> <td></td> <td style="padding: 5px;">Technology Svcs 06, 24, 25, 2P, 4J, 8L, 72, 7G, JN, R4, R7, R8</td> </tr> <tr> <td></td> <td style="padding: 5px;">PNB (PL 6H)</td> </tr> <tr> <td></td> <td style="padding: 5px;">ISS: 4U, LA, MV, SI, SY, TN</td> </tr> </table>	PSG SPO Storage, Tech Svcs Rev US	PSG SPO TSG: BCS, SWD, Tech Svcs, PNB, ISS Rev US	SWD: 1Y, 3C, LI, LJ, LK, LL, LM, LN	BCS: 1X, 23, 6I, 2M, HA, TQ, TR	Technology Svcs PL, R8	SWD: 1Y, 3C, LI, LJ, LK, LL, LM, LN		Technology Svcs 06, 24, 25, 2P, 4J, 8L, 72, 7G, JN, R4, R7, R8		PNB (PL 6H)		ISS: 4U, LA, MV, SI, SY, TN
Metric Name	Wk	A/G	D/F (fulfillment)																																	
PSG SPO Storage Rev US	50	A	I																																	
PSG SPO TSG Rev US	25	A	I																																	
PSG SPO Storage Attach US	25	A	I																																	
Fact Period	Semi-Annual																																			
Accelerate Rate	2.5x																																			
Threshold	60%																																			
PSG SPO Storage, Tech Svcs Rev US	PSG SPO TSG: BCS, SWD, Tech Svcs, PNB, ISS Rev US																																			
SWD: 1Y, 3C, LI, LJ, LK, LL, LM, LN	BCS: 1X, 23, 6I, 2M, HA, TQ, TR																																			
Technology Svcs PL, R8	SWD: 1Y, 3C, LI, LJ, LK, LL, LM, LN																																			
	Technology Svcs 06, 24, 25, 2P, 4J, 8L, 72, 7G, JN, R4, R7, R8																																			
	PNB (PL 6H)																																			
	ISS: 4U, LA, MV, SI, SY, TN																																			

75 October 2007 HP Confidential

AMS Solutions Partner Organization
PSG SPO Spec - ISS AMS



GUSH821

Metric Name	WT	A/G	DF (fulfillment)
PSG SPO ISS Rev AMS	75	A	I
PSG SPO ISS Attach US	25	A	I

Category	Sub Category
PSG SPO ISS, Tech Svcs Rev AMS	ISS 4U, LA, MV, SI, SY, TN Technology Svcs Pl. 06

Perf Period	Semi-Annual
Acceleration Rate	2.5x
Threshold	60%

Geographic Area	ISS, SI, 4U, 06, LM, 3C, LI, IY, LL, LK, TN
-----------------	---

76 October 2007 HP Confidential



AMS Solutions Partner Organization
PSG SPO Spec – ISS CSP US



RUSH821

Mobile Name	WT	A/G	DM (fulfillment)
PSG SPO ISS Rev AMS	50	A	I
PSG SPO ISS Rollup Rev AMS	25	A	I
PSG SPO ISS Attach US	25	A	I

Mobile Name	PSG SPO ISS, Tech Svcs Rev AMS (Assigned C&P)	PSG SPO ISS, Tech Svcs Rollup Rev (All CSP's)
	ISS: 4U, LA, MV, SI, SY, TN Technology Svcs PL 06	ISS: 4U, LA, MV, SI, SY, TN Technology Svcs PL 06

Perf Period	Semi-Annual
Accumulator Rate	5.0x
Threshold	60%

PSG SPO ISS, Tech Svcs Rev AMS (Assigned C&P)	ISS: 4U, LA, MV, SI, SY, TN Technology Svcs PL 06
---	--

77 07/06/2007 HP Confidential



**AMS Solutions Partner Organization
PSG SPO Lead Spec - ISS US**



RUSH842

Metric Name	WT	A/G	DM (fulfillment)
PSG SPO ISS Rev AMS	50	A	I
PSG SPO Rev AMS	25	A	I
PSG SPO ISS Attach US	25	A	I

Perf Period	Semi-Annual
Accelerator Rate	2.5x
Threshold	60%

PSG SPO ISS Tech Svcs Rev US	PSG SPO: BC8, SWD, Tech Svcs, PNB, ISB, IPG, PSG Rev AMS
ISS: 4U, LA, MV, SI, SY, TN	BCS 1X, 23, 61, 2M, HA, TQ, TR
Technology Svcs PL 06	SWD 1Y, 3C, LI, LJ, LK, LL, LM, LN
	Technology Svcs 06, 24, 25, 2P, 4J,
	6L, 7Z, 7G, JN, R4, R7, R8
	PNB (PL 6H)
	ISS 4U LA, MV, SI, SY, TN
	IPG 27, 30, 83, 2A, 2B, 2H, 4X, 5M,
	6A, 7T, 8A, AK, C2, C5, DL, DU, KN,
	KP, LF, LY, MA, MC, PQ, R6, T2, T4,
	T5, T8, WS, TT
	PSG 21, 2C, 5X, 7F, 9F, 9H, 9J, AN,
	BO, MG, MP, TA, TB

PSG SPO ISS Tech Svcs Rev US	ISS, SI, 4U, D8, LM, 3C, LI, 1Y, LL, LK, TN
------------------------------	---

TS Review 5/10 HP Confidential



AMS Solutions Partner Organization
PSG SPO TSG Non-Lead Spec - ISS US



RUSH830

Metric Name	WT	A/G	DI (fulfillment)
PSG SPO ISS Rev AMS	50	A	I
PSG SPO TSG Rev US	25	A	I
PSG SPO ISS Attach US	25	A	I

Part Period	Semi-Annual
Accelerator Rate	2.5x, 5.0x
Threshold	60%

PSG SPO ISS Rev AMS	PSG SPO TSG: BCS, SWD, Tech Svcs, PNB, ISS Rev US
ISS: 4U, LA, MV, SI, SY, TN Technology Svcs PL 06	BCS: 1X, 23, 61, 2M, HA, TO, TR SWD: 1Y, 3C, LI, LJ, LK, LU, LM, LN Technology Svcs: 06, 24, 25, 2P, 4J, 6L, 72, 7G, JN, R4, R7, R8 PNB (PL 5H) ISS: 4U, LA, MV, SI, SY, TN

PSG SPO ISS Rev AMS	ISS, SI, 4U, 06, LM, 3C, LI, 1Y, LL, LK, TN
---------------------	---

Ty October 2007 HF Generated



AMS Solutions Partner Organization
PSG SPO Spec - BCS US



GUSH824

Metric Name	Wt	A/G	DM (fulfillment)
PSG SPO BCS Key 15	75	A	I
PSG SPO BCS Attach US	25	A	I

PSG SPO Spec	PSG SPO BCS, Tech Svcs Rev US
BCS 1X, 23, 61, 2M, HA, TG, TR	
Technology Svcs PL's 72, JN	

Perf Period	Semi-Annual
Accelerator Rate	2.5x
Threshold	60%

PSG SPO Spec	PSG SPO BCS, Tech Svcs Rev US
23, 72, JN, LM, LN, LI, LK	

46 / 144 HP CONFIDENTIAL



AMS Solutions Partner Organization
PSG SPO Lead Spec - BCS US



RUSH843

Metric Name	Wt	A/G	D1 (fulfillment)
PSG SPO BCS Rev US	50	A	I
PSG SPO Rev AMS	25	A	I
PSG SPO BCS Attach US	25	A	I

Perf Period	Semi-Annual
Accelerator Rate	2.5x
Threshold	60%

Raw Metric Description	PSG SPO BCS, Tech Svcs, PNB, ISS, IPG, PSG Rev AMS Rev US	PSG SPO: BCS, SWD, Tech Svcs, PNB, ISS, IPG, PSG Rev AMS
	BCS: 1X, 23, 61, 2M, HA, TQ, TR	BCS: 1X, 23, 61, 2M, HA, TQ, TR
	SWD: 1Y, 3C, LI, LJ, LK, LU, LM, LN	SWD: 1Y, 3C, LI, LJ, LK, LU, LM, LN
	Technology Svcs PL's 72, JN	Technology Svcs: 06, 24, 25, 2P, 4J, 6L, 7Z, 7G, JN, R4, R7, R8
		PNB (PL 6H)
		ISS: 4U, LA, MV, SI, SY, TN
		IPG: 27, 30, 83, 2A, 2B, 2N, 4X, 5M, 6A, 7T, 8A, AK, C2, C5, DL, DU, KN, KP, LF, LY, MA, MC, PO, R6, T2, T4, T5, T8, WS, TT
		PSG: 21, 2C, 5X, 7F, 9F, 9H, 9J, AN, BO, MG, MP, TA, TB

PSG SPO BCS Attach US	23, 72, JN, LM, LN, LJ, LK
-----------------------	----------------------------

S1 04/14/2007 14:07:13:34



AMS Solutions Partner Organization
PSG SPO TSG Non-Lead Spec - BCS US



RUSH831

Metric Name	Wt	A/G	DM (fulfillment)
PSG SPO BCS Rev US	50	A	I
PSG SPO TSG Rev US	25	A	I
PSG SPO BCS Attach US	25	A	I

Perf Period	Semi-Annual
Achievement Rate	2.5x
Threshold	80%

PSG SPO BCS, Tech Svcs, Rev US	PSG SPO TSG; BCS, SWD, Tech Svcs, PNB, ISS Rev US
BCS: 1X, 23, 61, 2M, HA, TQ, TR Technology Svcs PL's 72, JN	BCS: 1X, 23, 61, 2M, HA, TQ, TR SWD: 1Y, 3C, LI, LJ, EK, LL, LM, LN Technology Svcs 06: 24, 25, 2P, 4J, 6L, 7Z, 7G, JN, R4, R7, R8 PNB (PL 6H) ISS: 4U, LA, MV, SI, SY, TN, 06

PSG SPO BCS, Tech Svcs, Rev US	23, 72, JN, LM, LN, LJ, UK
--------------------------------	----------------------------

S2 - C:\Users\2007\HP\140904\140904



AMS Solutions Partner Organization
PSG SPO Spec – ISS & BCS US



GUSH826

Metric Name	WT	A/G	DM (fulllement)
PSG SPO ISS BCS Rev US	75	A	I
PSG SPO ESS Attach US	25	A	I

PSG SPO Spec – ISS & BCS Rev US
BCS: 1X, 23, 61, 2M, HA, TG, TR ISS: 4U, LA, MV, SI, SY, TN

Part Period	Semi-Annual
Accelerate Rate	2.5x
Threshold	60%
Notes	Use by Pre-Sales only

PSG SPO Spec – ISS & BCS Rev US
PL's SI, 4U, 06, 23, 72, LK, IN, RB, 1Y, 3C, LI, LL, TN, ESA

53 Overview P&T HP Confidential

Conclusion



© 2006 Hewlett-Packard Development Company, L.P.
The information contained herein is subject to change without notice.

- This section concludes the FY08 SC Plan Communication Session and includes some very important web site links for you.

FY08 SC Plans

Available November 1, 2007



End To End Sales Compensation: <http://wwwsalescomp.corp.hp.com/>
Under Sales Pay Plans (lower right hand corner of page)

Americas

http://wwwsalescomp.corp.hp.com/Plans/FY08/Americas/Americas_FY08_SCPlans.htm

APJ

http://wwwsalescomp.corp.hp.com/Plans/FY08/APJ/APJ_FY08_SCPlans.htm

EMEA

http://wwwsalescomp.corp.hp.com/Plans/FY08/EMEA/EMEA_FY08_SCPlans.htm



- The FY08 SC Plans will be available via the URL on this slide, you may pause the video now to write down the URL's or this entire section will be available for download on the entry page of Grow@hp so that you may easily hyperlink to all of these web sites in this section.

Sales Comp Operations Overview

See Separate Decks for
Specific Info for Canada, LAC
Sales



- Also posted on the website where you can find the SC plans, there are reference materials for Sales Comp Operations.



Global Sales Compensation Policy

- Employees are encouraged to review the entire Sales Compensation Policy document housed on the Global E2E Sales Compensation web site:
 - <http://wwwsalescomp.corp.hp.com/Policy/GSCPpolicy.html>



October 2007 HP Confidential

- An important reference document is the Global Sales Compensation Policy. Sales managers and employees are encouraged to review the policy, located on the E2E Sales Compensation website.



Your voice counts!

- Please access the following URL to provide feedback on the FY08 Sales Compensation Plan Communication Session:
 - <http://survey.corp.hp.com/2wMKAZJ/Link.html>



October 2007

HP Confidential

- Thank you for attending today's session
- Your feedback is needed in order to maintain the highest level of quality and improve future communications for you
- Read slide



- Thank you for taking the time to review the FY08 Sales Compensation Plan Communication Session. The Sales Compensation Team hopes that this information was beneficial to you and wish you the utmost success in FY08.

EXHIBIT 16

Last updated on June 10, 2009 by
Marilynne Duff

OMEGAOnline Start-up Guide

What you need to know...	<p>The Comp plan components are named differently than FY08. A matrix is being developed to help you understand the naming convention.</p> <p>All sales assignment changes approved through TSG Governance as of May 22 have been completed in OMEGA and reflected in your June 30 settlement.</p> <p>Sales Letters are currently being updated with sales assignment changes and will be released as soon as they are audited.</p> <p>Manual Claims is open now and will be throughout the year</p> <p>The Global Incentive Statement (GIS) is updated monthly and may not align with daily OMEGAOnline content</p>	
I still need help –	<ul style="list-style-type: none"> Reach out to your SCO Support representative Take OMEGAOnline Training through ASQ Academy 	
Order number or invoice number	<p>From the "Reports for an individual" menu:</p> <ol style="list-style-type: none"> Choose Find Transactions on the left nav Select period Enter order number or invoice number <p>*Note: the larger the period, the longer the processing time</p>	
Product Line, AMID, Customer name	<p>From the "Reports for an individual" menu:</p> <ol style="list-style-type: none"> Choose the Sales Credit Reporting menu item. Then choose the View Credits by Customer (AMID2) (or one of the other options - Product line, Customer Name, Customer (AMID4) or Business Unit/Customer) Set the Period to be Cumulative - or monthly by quarter or by half The last step is to select the By Plan Component. Choose Quotas Non-Paying to see a detail list of all plan components. <p>*Note: When entering Customer name, use the wild card key to open your options e.g. instead of "Microsoft" use "Micro"</p>	
Overall Performance to my sales plan	<p>From the "Reports for an individual" menu:</p> <ol style="list-style-type: none"> Choose the Individual Performance menu item. Your overall performance to your sales plan is shown on the first screen. As usual you may drill down on any underlined value 	

Hyperlinks accessed in presentation mode

EXHIBIT 17

From: Americas Sales Comp Ops
Sent: Wednesday, April 25, 2007 10:35 PM
To: Americas Software All
Cc: Kidd-Directs; SCO-AMS; Barsamian, Sue; Kerr, Alan; Roy, Craig; Wong, Rocky; Scott, David Edward (VP,Software-Americas); Neal, Charles; Carter, Elizabeth M (Liz)
Subject: US Sales Comp Memo: Important US Sales Compensation Resources & Tools

Follow Up Flag: Follow up
Flag Status: Blue

Attachments: Picture (Enhanced Metafile)



To: US HP SW Sales Team
From: Becky Kidd, Sales Compensation Operations
Subject: Important US Sales Compensation Resources and Tools

The purpose of this message is to provide guidance on accessing US Sales Compensation tools and address some commonly asked questions. We realize that easy access to clear terms and accurate commission information is a "must have" for a world-class sales team. While we work on on-going improvements to our systems and documentation, please use the instructions below for quick access to valuable existing information.

Please keep in mind that most of the information can be accessed from the Personal Information Page (PIP) located on the [Americas SCO web site](#).

How do I calculate my commissions earned?

The Compensation Awareness Sales Helper (C.A.\$.H.) Calculator enables sales reps to calculate a total period incentive payment.

- Access Americas SCO Web site @ <http://americas-sales-comp.corp.hp.com/>
- Select "Personal Information Page (PIP)" located on horizontal menu bar
- Select "C.A.\$.H. Calculator"
 - Rep must insert:
 - Annual Target Incentive Amount (TIA) located at the top of the PIP when you first log in.
 - Number of months on sales plan (HP = 12 mo., Mercury = 10 mo.)
 - PERFORMANCE for each revenue category. You will be able to view where you are to date against quota performance. So, if you're at 120%, you would enter 120%. C.A.\$.H. will do the rest!!!

Where do I go to see details on the actuals booked?

- Access Americas SCO Web site @ <http://americas-sales-comp.corp.hp.com/>
- Select "OMEGAonline" located on horizontal menu bar
- Select "Individual Performance"
 - Click on "Actuals" figure to drill down to details

Where can I view my compensation plan details?

- Access Americas SCO Web site @ <http://americas-sales-comp.corp.hp.com/>
- Select "Personal Information Page PIP)" located on horizontal menu bar
- Select "1H07 Credit Comp Plan"

- Includes: Sales Role, Performance Period, URL Links to: personal sales letter/goal sheet, Plan Metrics, Plan Multipliers, and any Bonus/Spiff opportunities

For additional details of your plan, including product lines you're credited for, view your sales specialty code plan at: http://wwsalescomp.corp.hp.com/Plans/Americas/Americas_FY07_SCPlans.htm

Sales Compensation is also working on improving how to access all of your sales compensation plan details in a "one stop environment" for FY08.

Additional Sales Compensation questions may be addressed to the SCO Support Center at 1-800-244-1407 or send an email with your Business Unit: TSG in the subject line to [SCO Support Center](#). Turn around time for general questions regarding issues such as sales comp plan metrics and web tool access will be responded to within 24 hours. More complicated crediting research will receive an initial assignment within one business day and resolution within the sales calendar timelines posted on our website. (i.e. missing credits for indirect orders). You will receive an email confirmation when the support center receives your inquiry with a tracking number to reference.

Top Six Most Frequently Asked Questions:

We have heard from many of you that there are still questions regarding sales compensation. Here are a few of the most frequently asked questions. We are also hosting two Q&A webcast sessions on ***May 1st & May 7th***. These webcasts are being hosted by Sales Compensation to provide additional details on how to access our web tools and help address any other sales compensation questions you may have. Look for an invite soon to attend one of these two informational sessions!

Most Recent Frequently Asked Questions:

1) Q: When should I expect to see credit for orders that go through a channel partner versus direct?

A: HP reporting partners can take between 30-45 days to report end user data for crediting.

In Q1'07 HP experienced data latency issues with reporting partners that resulted in delayed Q1 credits. This issue has been resolved and credits for Q1'07 should show up in next week's Omega Online statements.

2) Q: When can I expect to see credit for order requiring manual intervention including:

- SuperGEO credits
- Q2 Holdover Accounts credit splits
- Multi-rep account credits and debits

A: All of these credit situations are through a manual process in partnership between Sales Compensation Operations & HP SW Sales Operations.

Sales Compensation Operations & HP SW Sales Ops have been working on pulling the appropriate data for Q207 credits. Those credits should be paid out in your May 31st and June 30th paychecks. Ongoing credits and adjustments that require manual intervention will be paid a month in the arrears going forward.

3) Q: When should I expect to see actuals for orders that I closed show up on my OMEGA Online statement?

A: OMEGA On-Line is updated on a weekly basis. Every weekend we get a new feed from our data sources (i.e. order management). For example: If you close a deal on April 18th, and it ships on April 19th, then you should see that credit show up in OMEGA Online the following week (April 23rd). If it's an order that went through a channel partner, it could take up to 30-45 days to see this credit depending on when the partner reports end user data to HP.

4) Q: When should I expect to be paid on orders that close and ship in April?

A: HP pays commissions earned a month in the arrears, so if your order ships by the revenue reorganization cut off date, then you would be paid for your April shipments on May 31st. All commission payouts are paid at the end of each month for the previous month shipments.

5) Q: I am a former Peregrine sales reps who is still owed 2H06 commissions earned, what should I expect to see that payment?

A: Former Peregrine Sales managers, sales reps and Alliance reps will see their final 2H06 commission payments in the April 30th paycheck. Data is still being processed for the final sales credit for the solution architect team.

6) Q: SAP has done a LoadRunner resale transaction in my territory. Where can I find information on this transaction and when will I be commissioned on it?

A: There is a team of people from finance, global alliances and sales operations working on this issue. There are global revenue recognition and tax implications to these transactions. Those implications need to be addressed before there is clarity on how you will get access to information or be commissioned on these transactions. Look for an update from management in the near future.

EXHIBIT 18



**FY05
U.S. SALES COMPENSATION
INCENTIVE PAY
ADMINISTRATION POLICY**

(previously known as the U.S. Sales Incentive Compensation Policy)

FY05 U.S. Sales Compensation Incentive Pay Administration Policy

V1.0 Effective 11/01/04 – HP Restricted

Table of Contents

Introduction.....	1
TARGET INCENTIVES.....	2
Incentive Plans.....	3
INCENTIVE COMPONENTS	3
ACCELERATED INCENTIVES.....	3
BONUS AND SPECIAL INCENTIVES FOR FOCUS (SPIF) COMPENSATION	4
BENEFITS CALCULATION	5
Participating in the Plan.....	6
ACKNOWLEDGED GOAL SHEETS	6
Incentive Pay Mechanics.....	7
PERFORMANCE PERIOD	7
PAYMENT FREQUENCY	7
INCENTIVE MULTIPLIERS	7
PAYMENT CAP	7
PERIOD-TO-DATE MULTIPLIER METHODOLOGY	8
FOCUSED SALES OBJECTIVES (FSO).....	8
NEW TO SALES	8
PAYMENT AT 100% TIA	9
OVERTIME FOR NON-EXEMPT WAGE CLASS	9
CHANGES TO PAY OR JOB CODE	9
SALARY INCREASES.....	9
PROMOTIONS	9
PRORATION	10
RETROACTIVE PLAN ASSIGNMENTS	18
NEW PLANS OR PLAN MODIFICATIONS (MID-PERFORMANCE PERIOD).....	19
ADJUSTMENTS TO SALES ASSIGNMENTS (MID-PERFORMANCE PERIOD)	19
Draw	20
DEFINITION OF DRAW	20

FY05 U.S. Sales Compensation Incentive Pay Administration Policy

V1.0 Effective 11/01/04 – HP Restricted

Table of Contents

ELIGIBILITY FOR DRAW	20
DRAW PAYMENTS	20
DRAW CALCULATION	21
DRAW RECOVERY	21
Liability	22
NEGATIVE INCENTIVES	22
REPAYMENT	22
Incentive Performance Review	23
Appendix A: Incentive Pay Definitions	24
Appendix B: Documents Associated With Incentive Compensation ...	27

FY05 U.S. Sales Compensation

Incentive Pay Administration Policy

This FY05 U.S. Sales Incentive Compensation Policy is intended solely for the use of U.S. Sales employees and those organizations that support them. This book is intended for all incentive employees, including sales executive managers, participating in a sales incentive plan from November 2004 through October 2005 (FY05).

All U.S. Sales Incentive Credit and Compensation Plans (Sales Plans) and this Policy are Hewlett-Packard (HP) Restricted and for internal use only.

Nothing in the Sales Plans, U.S. Sales Incentive Credit Policy, or this Policy shall be construed to imply the creation of or existence of a contract between Hewlett-Packard and any participant, nor a guarantee of employment for any specified period of time. No Sales Plan participant will have any right to monies accrued through the plan until and unless all terms, provisions, and conditions, as set forth in the assigned Sales Plan have been met. Hewlett-Packard reserves the right to adjust the assigned Sales Plan to address significant unforeseen business issues.

Hewlett-Packard reserves the right to change this Policy, with or without notice, at any time.

Employees leaving Hewlett-Packard are required to return this book and all materials concerning the FY05 U.S. Sales Incentive Compensation Plan to their managers.

Americas Sales Compensation Operations (SCO)

Introduction

HP's Sales Compensation Program recognizes that while overall pay practices should be consistent throughout HP, specifically tailored sales incentive plans must be available to support the tactical sales objectives of each sales organization. This program enables HP to meet two important sales compensation objectives:

- **Global Sales Incentive Pay Consistency**

The program is designed to ensure consistency of Sales Plans across HP through the application of a consistent incentive design methodology while affording flexibility to each sales organization in the design of unique compensation solutions for their field jobs. Plan design is based upon a standard framework determined by The Worldwide End to End (E2E) Sales Comp Organization. Exceptions to the standard framework must be approved by the Worldwide E2E Sales Comp Organization.

- **Business Focus**

HP recognizes the Businesses serve diverse markets. The sales process and skill sets required to effectively serve each market may vary considerably by sales organization. HP seeks to enable each Business to develop Sales Plans to best meet their unique business needs.

To meet both of these objectives, similar jobs, regardless of sales organization, are being treated similarly regarding eligibility for sales compensation, on-target compensation levels, pay mix and multipliers. Each sales organization is engaged to establish performance measures, payment formulas and caps, performance period, payment frequency, and quota setting.

This document is the primary source of Incentive Compensation policy and practice within the United States. The Americas Sales Compensation Manager and/or the appropriate Sales Vice President must approve exceptions to this documented policy. The Corporate Sales Compensation Council and the Worldwide E2E Sales Compensation Organization are responsible for global policy that affects U.S. policy. For any discrepancies with worldwide policy, U.S. policy will prevail.

The following documents are sources of additional information related to incentive compensation policy issues. Incentive employees are expected to read these policies and discuss any questions with management. Any changes or exceptions to these policies must be approved by the responsible organization as indicated below.

Policy	Web Address	Responsible Party
Corporate Marketing Policy (includes Sales Force Management Policy, Sales Credit Policy and Sales Awards Policy, Order Acceptance)	http://customerops.corp.hp.com/policies/index.htm!	Customer Relationship Management
U.S. Sales Incentive Credit Policy	http://americas-sales-comp.corp.hp.com/	Americas Sales Compensation Operations Organization
Personnel Policies and Guidelines (PPG) (includes HP Staffing, Compensation, Benefits, Time Off and Termination Policies)	http://persweb.corp.hp.com/ppg/	Human Resources

These policies, as updated, supersede any prior policies. If any conflict or inconsistencies exist between these documents, this U.S. Sales Incentive Compensation Policy shall take precedence.

FY05 U.S. Sales Compensation Incentive Pay Administration Policy

V1.0 Effective 11/01/04 – HP Restricted

Incentive Plans

Incentive employees are paid a combination of a fixed base salary and variable incentive pay. Both components are contingent upon two critical company-issued codes, job code and OMEGA Sales Specialty Code.

TARGET INCENTIVES

Incentive pay is the variable portion of Total Compensation. Incentive payments are based on goal attainment, determined by assigned Sales Specialty. Target incentive is the amount that is paid for 100% goal attainment. Target incentive is a fixed amount determined by Job Code and Job Level. Incentive employees will have the same Target Incentive when they have the following data elements in common:

- **Job Code**

Job codes are created by Global Compensation and define Job Level and Job Family. Incorrect job codes will result in incorrect pay. Managers are responsible for ensuring their sales employees have the correct sales job codes.

- **Job Level**

Job Level refers to the typical responsibilities associated with a particular job.

- **OMEGA Sales Specialty Code**

Each sales organization has unique codes to identify its sales incentive plans. The OMEGA Sales Specialty Code defines the following information:

- Applicable performance measures (volume, Focused Sales Objectives (FSO), bonus)
- Formulas, accelerators, and crediting rules associated with the incentive plan
- Performance Period (i.e., discrete monthly, quarterly, semi-annual or annual)

Example:

Job Code	00962C
Job Level	Intermediate
OMEGA Sales Specialty Code	5EAW1
Target Incentive	\$44,400
Performance Period	Semi-Annual

Target incentives are apportioned to one or more incentive plan components (volume and/or FSO goals). Refer to your Sales Plan, accessible from the Americas Sales Compensation Organization (SCO) website: <http://americas-sales-comp.corp.hp.com>

Incentive Plans

INCENTIVE COMPONENTS

Incentive components are the criteria by which an incentive employee's performance is linked to incentive compensation opportunities. Each incentive employee is assigned a Sales Incentive Credit and Compensation Plan and Goal Sheet that outline the incentive components that apply:

- **Volume Incentive**

A volume incentive opportunity is the portion of total target incentive compensation that is based on sales volume performance against the quota for the defined performance period. Sales management will establish quotas for each sales representative based on their selling assignment.

- **Focused Sales Objectives FSOs**

Some unique sales positions are paid on strategic objectives as opposed to pure volume performance. Immediate managers are responsible for designing FSOs via a web-based on-line tool (in accordance with guidelines) in consultation with the employee and an Americas Segment Sales Incentive Design Lead at the beginning of each performance period. FSOs are typically paid quarterly.

The on-line FSO application and the detailed FSO Process Guidelines are available to the manager on the Americas Sales Compensation website: <http://americas-sales-comp.corp.hp.com/>

- **Other Performance Metrics**

Other performance measures such as Margin Performance or Total Customer Experience (TCE) also may be included as incentive components of a defined Sales Plan.

- **Bonus and SPIFs**

Additional incentive compensation may be available pursuant to the terms of documented and approved Bonus and SPIF programs. Target payment, program period and payment frequency will vary by program.

ACCELERATED INCENTIVES

Incentive employees may receive accelerated incentive rates for goal attainment over 100%. Goal attainment for each incentive component can be independently measured. Refer to your Sales Plan for specific details.

Incentive Plans

BONUS AND SPECIAL INCENTIVES FOR FOCUS (SPIF) COMPENSATION

Approved On-Top Bonus and SPIF programs offer opportunities to earn incentives over and above those identified within the Sales Plan. There are two types of incentive bonus programs: "On-Top" and "Special Incentives for Focus (SPIF)."

	On-Top Bonus Programs	SPIF Programs
Bonus Program Definition and Design Guidelines	<p>On-Top Bonus Programs are established at the beginning of a performance period as integral components of the Sales Plan to augment a key area.</p> <p>On-Top Bonus and SPIF programs must be designed according to worldwide design guidelines documented by the Corporate Sales Compensation Council, the Worldwide E2E Sales Comp Organization and the U.S. E2E Sales Comp Organization.</p> <p>On-Top Bonus and SPIF programs are designed to compensate with cash incentives only. E-Awards and point-driven gift programs are not valid methods for compensating On-Top Bonus and SPIF programs. On-Top Bonus and SPIF programs are administered by the Americas Sales Compensation Operations Organization.</p>	<p>SPIF Programs are developed and announced for implementation at any time during a performance period (though typically at the beginning of a quarter or half) to incent and reward focus on a particular product, market, or desired sales behavior.</p> <p>SPIF programs typically involve contests or other competitive scenarios to meet a unique need within a short, specified period of time.</p>
Bonus Program Approval	<p>Approvals for on-top bonuses are obtained in the design phase of a new performance period.</p> <p>The Americas Sales Incentive Design Organization, Sales Vice President and Human Resources Vice President must review and approve all Bonus and SPIF programs before they are communicated to the targeted sales population(s). Bonus and SPIF programs must not interfere with each other or divert attention from defined Sales Plans.</p>	<p>SPIFs are typically implemented at the beginning of a quarter or half according to an established request submission/approval schedule.</p>

Incentive Plans

Eligibility / Proration	<p>Participation in a bonus program (On-Top or SPIF) is determined as follows:</p> <ul style="list-style-type: none"> ▪ Eligibility for incremental earnings opportunities is based on defined bonus program criteria is determined by job code and/or Sales Specialty. ▪ Employee must be in an eligible job code and/or Sales Specialty, in active status, at the end of the bonus program period to be eligible to receive incentives under the program. ▪ Employee must be an HP employee, in active status, at the time of bonus payment to receive bonus incentives earned (while in an eligible job code/position) under the program. ▪ Employees on 100% Target Incentive Amount (TIA) are ineligible for bonuses. ▪ For six month SPIF programs, employee must be in an eligible Sales Specialty for at least 50% of the program period to earn incentives under the program. If 50% time is met, the individual is eligible for the full (not pro-rated) bonus amount earned. If 50% of time is not met, employee is not eligible to earn any incentives under the SPIF program. ▪ For three month SPIF programs, employee must be in an eligible Sales Specialty for at least the last full month of the program period to earn incentives under the program. If one month time period is met, the individual is eligible for the full (not pro-rated) bonus amount. If one month time period is not met, employee is not eligible to earn any incentives under the SPIF program. ▪ On-top bonus earnings are pro-rated based on number of months in eligible Sales Specialty during the program performance period. ▪ For more specific eligibility by program, refer to Bonus and SPIF program documentation, accessible from the Americas SCO website: http://americas-sales-comp.corp.hp.com/
--------------------------------	---

BENEFITS CALCULATION

All volume and FSO incentive payments that are tied to pay-at-risk will be included in the total amount of pay for calculating stock purchase and 401k. Incentive employees are not eligible for the Company Performance Bonus (CPB) or Pay for Results (PFR). On-Top and SPIF Bonuses are not tied to at-risk pay and are not benefit-eligible. Benefits on incentive pay are recognized in the period incentives are paid. For further details regarding benefits please refer to the BeneFLEX information on the HP Portal.

Participating in the Plan

The following is required to participate in a HP Sales Plan:

- Eligible Sales Job Code for FY05
- OMEGA Sales Specialty Code for FY05
- FY05 goal sheet, acknowledged by Employee and Manager
- Active status in HR system, working 20-40 hours per week

ACKNOWLEDGED GOAL SHEETS

The Americas Sales Compensation Operations (SCO) Organization owns quota setting and goal sheet information assignment. Managers of plan participants are responsible for the process to ensure goal sheet review completion and acknowledgement at the manager and employee level.

All quarterly, semi-annual, and annual plans will have goal sheets created as early as possible in the plan performance period. Electronic goal sheets are assigned and must be acknowledged within 30 days after the goal sheets are distributed.

All employees with sales responsibility must have an assigned and acknowledged goal sheet in place related to their sales assignment. If a goal sheet is unsigned at the end of the 30-day period, immediate action will be taken to determine why it has not been acknowledged.

If the unsigned goal sheet situation is the result of "refusal" to sign by the incentive employee, sales incentives will not be paid beyond recoverable draw payments already issued until a resolution is determined. With approval from Americas SCO and Human Resources, the individual may receive an additional month of recoverable draw payment while the situation is resolved if the resolution is not reached prior to a standard incentive payment cycle. Final resolution of any such dispute is within the sole discretion of Americas SCO and Sales Management.

If the unsigned goal sheet situation is due to any other cause, sales incentives will be paid to the individual while the goal sheet status is resolved. The Sales Manager must document in writing to Human Resources the reason for failure to comply with goal sheet processes and rectify the situation so a goal sheet is completed as quickly as practical.

If an incentive employee is on leave and unable to sign a goal sheet at the beginning of a performance period, and leave status extends beyond 90 days, the individual will not be considered an active participant in the plan during the first 90 days of leave. For days 1 through 90, employee will be paid via the standard Short Term Disability policy.

If an incentive employee begins a leave for 90 days or more without goal sheet acknowledgement, goal sheet must be acknowledged immediately upon return from leave in order to participate in the Sales Plan. Goal sheet acknowledgement is not required if an incentive employee's accounts or territory was covered by another incentive employee in their absence.

Individuals terminating or transferring to a non-sales role prior to the assignment or acknowledgement of a goal sheet will be paid at 100% of the target incentive (pro-rated for the period of active status). This amount is subject to recovery of any liabilities.

Incentive Pay Mechanics

The following explains the foundation of incentive pay mechanics and factors that determine an incentive payment.

PERFORMANCE PERIOD

The performance period is the time period for measuring performance for incentive purposes. A quarterly, semi-annual or annual performance period utilizes total period goals (quota and/or focused sales objectives) as the basis for performance measurement.

PAYMENT FREQUENCY

Payment frequency refers to how often an incentive payment is delivered to an employee. Payments generally occur monthly, quarterly, semi-annually or annually. The payment frequency that applies to each incentive component is contained in the Sales Plan for each incentive employee. Actual pay dates are identified in the Incentive Pay Calendar, which can be found on the Americas SCO website: <http://americas-sales-comp.corp.hp.com/>

INCENTIVE MULTIPLIERS

Each performance measure within a Sales Plan has defined incentive multipliers. Multipliers are applied depending on level of performance to deliver incentive pay at a defined rate for each identified threshold. Multipliers apply to under 100% performance (slope) as well as over 100% performance (accelerator). Attainment of 100% incentive component performance will result in total payment of 100% of the Target Incentive Amount assigned to that component.

An accelerated multiplier (accelerator) is applied to over-achievement performance (in excess of 100% goal attainment for the performance period) to deliver incentive pay at a higher rate. For example, if the accelerator is 3, the rep will receive 3% of the entire performance period's target volume incentive for every 1% of quota achieved over 100% quota attainment. Accelerators are calculated based on upside potential and ramps set for top performers so they may differ for various sales models and positions.

Accelerators may be "gated" in plans with single or multiple performance measures. A standard gate is a performance threshold that must be met before any accelerators will be paid. Accelerators for each performance measure may be deferred until the gate for each performance measure is met. Alternatively, each performance measure of a plan may offer standard and premium rate levels, based on meeting performance gates relative to embedded sub-quotas. Refer to your Sales Plan for specific details.

PAYMENT CAP

Incentive pay may be capped in any given performance period based upon levels identified by the Worldwide E2E Sales Compensation Organization. The payment cap applies to total incentive earnings (exclusive of Bonus and SPIF earnings) for the performance period. Bonus and SPIF compensation is not subject to such payment cap. Refer to your Sales Plan to determine the payment cap (based on a defined percent of TIA) that applies to your incentive pay.

NOTE: If your payment cap is reached, OmegaOnline continues to report all credits and your accumulated performance percent.

Incentive Pay Mechanics

PERIOD-TO-DATE MULTIPLIER METHODOLOGY

The quota attainment percentage is determined by dividing the cumulative period-to-date sales by the quota that applies to the entire performance period, usually 3 or 6 months. For example, in the fifth month of a 6-month performance period, sales for one component for those five months will be measured against the 6-month quota for that component. This percentage is then multiplied by the target incentive amount allocated to this component for the entire performance period.

If the period-to-date amount previously paid in the current performance period exceeds the amount calculated on a period-to-date basis, no incentive will be paid in the current payment period.

Following is an example of a monthly incentive payment frequency with a semi-annual performance period ("M" equals "month"):

Performance Period	Basis for Pay Calculation (Quota)	Performance Calculation	Incentive Payment*
(Cumulative Sales)			
6 Months	M1	M1 sales/6 months quota	PTD earned
6 Months	M1 thru M2	M1 thru M2 sales/6 months quota	PTD earned less PTD payment
6 Months	M1 thru M3	M1 thru M3 sales/6 months quota	PTD earned less PTD payments
6 Months	M1 thru M4	M1 thru M4 sales/6 months quota	PTD earned less PTD payments
6 Months	M1 thru M5	M1 thru M5 sales/6 months quota	PTD earned less PTD payments
6 Months	M1 thru M6	M1 thru M6 sales/6 months quota	PTD earned less PTD payments

*Not to exceed identified plan cap

FOCUSED SALES OBJECTIVES (FSO)

Eligible incentive employees may view their individual FSO goals and related calculations on the Americas Sales Compensation website: <http://americas-sales-comp.corp.hp.com/>

FSO definitions must be submitted at the beginning of a performance period. If an FSO payment approval is not submitted within the deadlines outlined in the FSO Process Guidelines, payment to the employee will occur in the next pay cycle.

NEW TO SALES

New hires or employees transferring from another function into sales (if hired or transferred within the month/quarter) are treated as follows:

- Base + 100% target incentive paid for the designated period (i.e. monthly/quarterly)
- Paid via "NEW" Omega Sales Specialty Code from date incentive job code is assigned until active in incentive plan. The standard timeframe for payment at 100% target incentive is 2 full calendar months, or until required business training is complete. Payment of 100% target incentive for periods longer than 2 full calendar months (for reasons other than required business training) must be reviewed by the Americas Segment Sales Incentive Design Lead and approved by Americas Sales Compensation E2E Governance Council and Sales Vice President.

Incentive Pay Mechanics

- May be assigned to incentive plan as early as the first of the month following payment at 100% target incentive (whether on quarterly, semi-annual or annual plan).

Example: Hire date is February 11. Incentive plan start date could be March 1 (following month), April 1 (after one full month at 100% TIA payment), or May 1 (after two full months at 100% TIA payment).

- If the first of the month falls on a weekend or holiday, incentive plan assignments are effective for the full month.

NOTE: This methodology applies to automated and manually administered plans.

PAYMENT AT 100% TIA

Some business situations may warrant payment of base pay plus 100% target incentive. For payment of 100% TIA (for situations other than "New to Sales" explained above) approval is required from the Americas E2E Sales Compensation Core Team, and the respective Sales Vice President. The Americas Sales Compensation Organization is responsible for submitting such requests to the Americas E2E Sales Compensation Core Team for exception review.

OVERTIME FOR NON-EXEMPT WAGE CLASS

The Fair Labor Standards Act (FLSA) mandates that base pay plus earned incentives be used to determine the appropriate hourly rate for overtime hours worked each month. All incentive pay (including draws, bonuses, SPIFs, etc.) qualifies for overtime calculation. Total standard hours worked will be added to total overtime hours worked to determine an appropriate hourly rate. The payroll system will pay standard and overtime hours worked at base rate; the Americas Sales Compensation Operations Organization will calculate and submit an overtime adjustment to Payroll on a monthly basis for the incentive portion of overtime pay.

CHANGES TO PAY OR JOB CODE

All changes in base pay, target pay, or job code originate from the manager of the employee and must be submitted to Human Resources for approval.

SALARY INCREASES

Base salary increases do not impact incentive pay.

PROMOTIONS

All promotions:

- Change job code
- Impact target incentives
- May impact OMEGA Sales Specialty Code
- Applicable OMEGA Sales Specialty code will become effective the first of the following month if promotion is effective mid-month

Incentive Pay Mechanics

Incentive pay changes applicable for promotions will be reflected in the first monthly pay cycle following the effective date of the promotion.

PRORATION

Each Sales Plan is effective for a specified timeframe (performance period). If an employee participates in a plan for less than the performance period, target incentive amount, goals and incentive pay may be prorated. Additional details pertaining to FSO proration are contained in the "FY2005 FSO Process Guidelines." All incentive payments, including prorated payments, are processed per the standard OMEGA pay cycles, unless otherwise required by law. The following table lists various conditions and how proration will affect incentive pay. Prorations are calculated in whole month increments unless otherwise specified.

NOTE: In all proration scenarios, the plan cap noted in an employee's Sales Plan would be calculated based upon pro-rated TIA, based upon number of months employee participated in Sales Plan..

Incentive Pay Mechanics

PRORATION	Effect on Incentive Compensation
Scenario	
Transfers	<ul style="list-style-type: none"> ▪ Goals are set and incentives are prorated based on effective date employee became active in the incentive plan. ▪ Employee receives credits starting first full month on the plan.
New Sales Role	<ul style="list-style-type: none"> ▪ Both assignments are treated separately to determine the performance levels. ▪ Incentives (TIA, goals and pay) are prorated based on the number of full months in each assignment. ▪ Receive credit through the month assignment ends, then new assignment begins first of following month. ▪ Receive earned FSO attainment based on both plans. The employee's prior and current sales managers may have to coordinate a combined FSO payment for results achieved.
Short Term Disability (STD)	<ul style="list-style-type: none"> ▪ Employee is paid 100% target pay (base pay + TIA) for weeks 1-8 and 75% target pay for weeks 9-26. These monies are distributed by HP's disability vendor. Omega incentives are temporarily held until employee returns to work or terminates from HP. The terms of HP's STD policy will govern. ▪ Employee continues to be eligible for incentive pay for 90 days within the STD period, if incentives earned are greater than disability benefit paid. If the STD extends beyond 90 days, the opportunity to earn additional incentives above the value of the disability benefit ceases as of day 91. ▪ Should the incentive plan be in a draw payment cycle prior to the STD, prorated draws may be paid. After the STD begins, no draw is paid. ▪ Sales Management may elect to reassign quota/credit if business is critical. ▪ If quota is reassigned, payments will be prorated based upon number of months employee is active in the performance period prior to start of leave. Payment will be distributed as soon as incentives are calculated on next OMEGA pay cycle. ▪ In the event an employee goes on STD and is not active in a sales plan, employee will receive applicable TIA percentage only until STD period ends. ▪ Vacation time taken immediately following a STD does not

Incentive Pay Mechanics

PRORATION	
Scenario	Effect on Incentive Compensation
	<p>count as active selling time.</p> <ul style="list-style-type: none"> ▪ Upon return to active selling, incentives earned while on STD are reviewed and compared to TIA paid. If incentives earned exceed TIA paid, the differential is paid, provided leave is less than 90 days. ▪ Employees paid on an incentive plan with a volume component returning from a leave longer than 90 days to an incentive assignment will have incentives recalculated for the period prior to the LOA. ▪ Upon return from leave, no proration of previously paid FSOs will occur. ▪ If the employee is placed on 100% TIA upon return, a recalculation of prior period performance will occur. ▪ If an employee returns from leave mid-month and remained active in a quota-carrying sales specialty, the employee is paid base salary plus 100% TIA, prorated for days worked in month of return. If employee was removed from his/her sales plan for the period of STD, reassignment of the employee to an incentive plan occurs at the start of the first full month upon return. This proration methodology applies to employees returning from leave in the same plan period or a new plan period.
Long Term Disability (LTD) Leave of absence greater than 26 weeks	<ul style="list-style-type: none"> ▪ During the LTD period, the individual is removed from the incentive plan and quota/credits are reassigned; therefore no incentive pay is due. ▪ Incentive payments are prorated for time assigned to an active selling OMEGA sales specialty. ▪ Upon return from leave, no proration of previously paid FSOs will occur. ▪ If an employee returns from leave mid-month the employee is paid base salary plus 100% TIA, prorated for days worked in month of return. Reassignment of the employee to an incentive plan occurs at the start of the first full month upon return. This proration methodology applies to employees returning from leave in the same plan period or a new plan period.

Incentive Pay Mechanics

Scenario	PRORATION
Effect on Incentive Compensation	
Family Medical LOA (FMLA) Leave of absence up to 12 consecutive weeks for certain medical and family related circumstances. NOTE: For situations where FMLA time is granted for non-consecutive periods, employee should discuss treatment of incentive pay with his/her Sales Manager and Americas SCO SCC Manager.	<p>Employee is not eligible for any incentive pay while on FMLA unless employee also qualifies for STD benefits.</p> <ul style="list-style-type: none"> Shipments for the month FMLA begins may continue to post and any incentives due for the period prior to the FMLA will be paid on the regular pay cycle until the close of the performance period in the OMEGA pay system. Should the incentive plan be in a draw payment cycle prior to the FMLA, prorated draws may be paid. After the FMLA begins, no draw is paid. Sales Management may elect to reassign quota/credit if business is critical. If quota is reassigned, payments will be prorated based upon number of months employee is active in the performance period prior to start of leave. Payment will be distributed as soon as incentives are calculated on next OMEGA pay cycle. Vacation time taken immediately following a FMLA does not count as active selling time. Employees paid on an incentive plan with a volume component returning from a leave longer than 90 days to an incentive assignment will have incentives recalculated for the period prior to the LOA. Upon return from leave, no proration of previously paid FSOs will occur. If the employee is placed on 100% TIA upon return, a recalculation of prior period performance will occur. If an employee returns from leave mid-month and remained active in a quota-carrying sales specialty, the employee is paid base salary plus 100% TIA, prorated for days worked in month of return. If employee was removed from his/her sales plan for the period of FMLA, reassignment of the employee to an incentive plan occurs at the start of the first full month upon return. This proration methodology applies to employees returning from leave in the same plan period or a new plan period.

Incentive Pay Mechanics

PRORATION	
Scenario	Effect on Incentive Compensation
Military LOA Leave of absence for enlistment or call to the U.S. military services (including annual training).	<ul style="list-style-type: none"> ▪ While on military leave of absence, HP provides the difference between pay received from the U.S. government and the employee's full target pay for the period of leave, up to a lifetime cumulative total of five (5) years of active duty leave. ▪ For military leaves longer than 30 days, employee will be removed from assigned sales plan and will be paid 100% TIA for the duration of the leave, up to the lifetime cumulative total of five (5) years of active duty leave. ▪ While on military duty for annual training (14 days or less per calendar year), employee will remain on assigned sales plan and will receive all corresponding incentives. ▪ Refer to Personnel Policy and Guidelines http://persweb.corp.hp.com/pog/ for additional details. If you have questions, consult with your immediate manager and/or HR Representative. ▪ Employees paid on an incentive plan with a volume component returning from a leave within the same fiscal year to an incentive assignment will have incentives recalculated for the period prior to the LOA. ▪ If the employee is placed on 100% TIA upon return within the same fiscal year, a recalculation of prior period performance will occur. ▪ Upon return from leave, no proration of previously paid FSOs will occur. ▪ If an employee returns from leave mid-month and resumes selling role in a quota-carrying sales specialty, the employee is paid base salary plus 100% TIA, prorated for days worked in month of return. If employee was removed from his/her sales plan for the period of LOA, reassignment of the employee to an incentive plan will be reviewed based on the duration of leave.
Personal LOA Leave of absence up to one year to accommodate circumstances not covered by other time off options.	<ul style="list-style-type: none"> ▪ If the employee elects to take a Personal LOA, the performance period will end and incentives will not be prorated. ▪ Shipments for the month Personal LOA begins may continue to post and any incentives due for the period prior to the leave period will be paid on the regular pay cycle until the close of the performance period in the OMEGA pay system. ▪ Should the incentive plan be in a draw payment cycle prior to Personal LOA, prorated draws may be paid. After the Personal LOA begins, no draw is paid.

Incentive Pay Mechanics

PRORATION	
Scenario	Effect on Incentive Compensation
	<ul style="list-style-type: none"> ▪ Sales Management may elect to reassign quota/credit if business is critical. ▪ Vacation time taken immediately following a Personal LOA does not count as active selling time. ▪ Employees paid on an incentive plan with a volume component returning from a leave longer than 90 days to an incentive assignment will have incentives recalculated for the period prior to the LOA. ▪ Upon return from leave, no proration of previously paid FSOs will occur. ▪ If the employee is placed on 100% TIA upon return, a recalculation of prior period performance will occur. ▪ If an employee returns from leave mid-month, the employee is paid base salary plus 100% TIA, prorated for days worked in month of return. Reassignment of the employee to an incentive plan occurs at the start of the first full month upon return.
Terminations Leave the company voluntarily or involuntarily (NOTE: Refer to following section for Workforce Restructuring)	<ul style="list-style-type: none"> ▪ Volume incentives are not prorated. Full plan period rates and full plan period goals are used for incentive calculation per goal sheet. Terminated employees will receive credits through month of termination for full months active in the plan. ▪ Payments for FSO incentives are prorated through month of termination. For un-submitted and/or un-acknowledged FSOs, 100% of the FSO TIA will be paid. ▪ Should the incentive plan be in a draw payment cycle when termination occurs, draw payments will not apply. ▪ Shipments/orders that occur within the month of termination may continue to post and any incentives due generally will be paid on the regular pay cycle until the close of the performance period in the OMEGA pay system. ▪ Individuals terminating prior to the assignment or acknowledgement of a goal sheet will be paid at 100% of the target incentive for the volume component (pro-rated for the period of active status). ▪ Incentive payment will be reduced by any outstanding liabilities as permitted by law. ▪ Vacation taken after term notice does not count as active selling period.

Incentive Pay Mechanics

Scenario	PORATION
	Effect on Incentive Compensation
	<ul style="list-style-type: none"> ▪ It is the manager's responsibility to notify Americas SCO immediately upon a sales employee's termination so that any outstanding liability can be addressed.

Incentive Pay Mechanics

PRORATION	
Scenario	Effect on Incentive Compensation
Workforce Restructuring (WFR)	<p style="text-align: center;">PRORATION</p> <ul style="list-style-type: none"> ▪ Employees placed on WFR will be paid at 100% TIA during the 9-week Salary Continuation period. ▪ The 9-week Salary Continuation period begins on the first business day following employee's release date. ▪ If earned incentives for release month overlap with the 9 week period, employee will be paid 100% TIA, or actual incentives, whichever is greater. <p>Example: If release date is August 15, credits are applied and incentives are calculated through August 31. These 16 days count toward the 9-week Salary Continuation Period. If employee has earned more than 100% TIA for the month of August, actual incentives earned are paid. If employee earns less than 100% TIA for August, 100% TIA is paid.</p> <ul style="list-style-type: none"> ▪ Volume incentives are not prorated. Full plan period rates and full plan period goals apply per goal sheet. Credits are applied in full month increments, through month of release.* ▪ Payments for FSO incentives are prorated through month of release.* For un-submitted and/or un-acknowledged FSOs, 100% of the FSO TIA will be paid. ▪ Should the incentive plan be in a draw payment cycle when release occurs, draw payments will not apply. ▪ Shipments/orders that occur within the month of release* may continue to post and any incentives due generally will be paid on the regular pay cycle until the close of the performance period in the OMEGA pay system. ▪ Individuals notified prior to the assignment or acknowledgement of a goal sheet will be paid at 100% of TIA (pro-rated for the period of active status). ▪ Incentive payments (including 100% TIA payments during 9 week period) will be reduced by any outstanding liabilities. ▪ It is the manager's responsibility to notify Americas SCO immediately upon a sales employee's termination so that any outstanding liability can be addressed. <p>* If release date falls on the first business day of a month, employee is entitled only to corresponding incentives earned through the last day of month of WFR notification.</p> <p>Example: If release date is August 1, employee will be moved to "left" sales specialty effective August 1 and paid incentives earned through July 31.</p>

Incentive Pay Mechanics

PRORATION	
Scenario	Effect on Incentive Compensation
Transfers to Non-Sales Positions	<ul style="list-style-type: none"> ▪ Requires job code change and base salary adjustment. ▪ Incentives (TIA, goals and pay) are not prorated. ▪ Employee receives credit through the month sales assignment ends. ▪ Employee receives earned FSO attainment based on active sales period. ▪ For involuntary transfers to non-sales positions, proration will be reviewed on a case-by-case basis. ▪ It is the manager's responsibility to notify Americas SCO immediately upon a sales employee's transfer so that any outstanding liability can be addressed.
Adjustments to Sales Assignments – Coverage for Inactive Incentive Employees If it is determined that additional compensation is appropriate for an incentive employee covering an assignment for an inactive employee, the following will apply:	<ul style="list-style-type: none"> ▪ Each situation requires review by Sales Management and the aligned SCO Segment Account Manager and may involve discussions with Human Resources. ▪ When an incentive employee becomes inactive for a period of time or terminates from the company, sales assignments of other incentive employees may be temporarily or permanently adjusted to accommodate coverage of territory or account. ▪ Goals of incentive employees who cover the assignment of the inactive employee may be modified to accommodate the change in assignment. ▪ No mid-month adjustment will be made. All adjustments will be effective on the first of a month.
Part-Time Employees	<ul style="list-style-type: none"> ▪ Any incentive employee who works 20-39 hours per week on a regular basis is considered part-time and compensation (base salary and incentive pay) is prorated accordingly. ▪ Any change to Standard Hours worked during a performance period will require a plan re-start. Volume incentives will be prorated for each period. Previously paid FSOs will not be recalculated.

RETROACTIVE PLAN ASSIGNMENTS

Retroactive incentive plan assignments are not performed. It is a manager's responsibility to ensure that his/her incentive employees are assigned to the appropriate incentive plan, prior to the appropriate effective date.

Incentive Pay Mechanics

NEW PLANS OR PLAN MODIFICATIONS (MID-PERFORMANCE PERIOD)

After a performance period has been initiated, there may be a business need to change the characteristics of an incentive plan or create a new plan for the remainder of the performance period. Examples include, but are not limited to: changes to product lines defined in the incentive plan; changes to incentive mix; and changes to the weight of volume vs. FSO. Executive Sales Managers should involve their Americas Segment Sales Incentive Design Lead to carefully evaluate the impact of making such changes. Approval from Sales Vice President and Americas Sales Compensation E2E Core Team is required for such changes. Changes to incentive plans are not implemented retroactively.

ADJUSTMENTS TO SALES ASSIGNMENTS (MID-PERFORMANCE PERIOD)

Adjustments to sales assignments in the middle of a performance period require review by Sales Management and the aligned SCO Segment Account Manager. Performance for the new assignment is calculated based upon the effective date of adjustment and is added to existing assignment. No mid-month adjustment will be made. All adjustments will be effective on the first of a month.

Draw

DEFINITION OF DRAW

Draw is a cash advance paid to incentive employees in anticipation of incentives to be earned. It is a liability and is fully recoverable from all earned incentives, including residual incentives, bonuses and spifs. Draws are paid on the standard incentive pay schedule. There is a one-month lag in paying draw for a given business month. For example, November's draw will be paid in December. Draws are taxed the same as incentives and are benefit-eligible.

ELIGIBILITY FOR DRAW

HP may use the "draw" methodology to temporarily issue incentive pay under the following conditions:

- Business conditions warrant supplementing incentive pay until normal conditions return.
- System issues prevent normal incentives from being calculated.

Sales Management and the Americas Sales Compensation Organization, in a joint decision, approve draws. When business conditions warrant, HP may opt to issue draws at the beginning of a performance period. The draw is aligned with an incentive plan; therefore, all employees on that plan would receive the draw.

DRAW PAYMENTS

Draw payments are made using one of the following methods. Refer to the Americas SCO website (<http://americas-sales-comp.corp.hp.com/>) for the payment schedule for your sales incentive plan.

Payment Method	How Incentives Are Paid								
Draw Only	<p>Example: Annual Plan with TIA of \$21,600 and 75% draw</p> <p>Monthly TIA = \$1,800 (\$21,600/12)</p> <p>Monthly Draw = \$1,350 (\$1,800*75%)</p>								
Draw/Incentive	<p>A combination of incentives earned and supplemental draw is paid.</p> <p>Supplemental draw is paid if incentives earned are less than monthly draw amount. All incentives earned are paid. (Refer to TIA and Draw information above.)</p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: center;">Example 1</th> <th style="text-align: center;">Example 2</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">Incentives Earned \$1,000</td> <td style="text-align: center;">\$2000</td> </tr> <tr> <td style="text-align: center;">Supplemental Draw \$ 350</td> <td style="text-align: center;">\$ 0</td> </tr> <tr> <td style="text-align: center;">Total Payment \$1,350</td> <td style="text-align: center;">\$2000</td> </tr> </tbody> </table>	Example 1	Example 2	Incentives Earned \$1,000	\$2000	Supplemental Draw \$ 350	\$ 0	Total Payment \$1,350	\$2000
Example 1	Example 2								
Incentives Earned \$1,000	\$2000								
Supplemental Draw \$ 350	\$ 0								
Total Payment \$1,350	\$2000								
Incentive Only	The draw period has expired. Full incentives earned less any outstanding liabilities are paid.								

Draw

DRAW CALCULATION

Draws are always paid in one-month increments using a percent of target incentive amount (TIA) deemed appropriate by the business.

Draw Calculation – New Year Start-Up

During a Draw Only calculation period at new year start-up, monthly TIA is multiplied by the approved draw percentage to determine payment.

DRAW RECOVERY

Draws that begin in one month and are set to pay out for a given period can be recovered prior to the end of that period, if enough incentives are earned to both satisfy the draw balance and still keep the monthly incentive earnings above the draw setting.

At the end of the defined period that a draw is paid, any draw balances are recovered in full from future incentives earned, including bonus and SPIF payments. Incentive payments will not be issued until draw balance is fully repaid. Amounts owed from a draw that cannot be collected during one performance period will be carried over into the next performance period, until recovered. This includes crossing into the next fiscal year, if necessary.

Draws are not deducted from base pay, unless there are no incentives due for an extended period of time, and the employee consents to having base pay reduced.

Liability

Liability (draw or overpayment) is incurred when incentives are paid but not earned. Incentive employees are responsible for all liability to HP. Some conditions that cause liability are:

- Draw paid exceeds incentives earned to date.
- Reversal of a previously applied sales/shipment credit due to cancellation or administrative error.
- Negative carry-over from a prior performance period or fiscal year.

It is the responsibility of every incentive employee to review sales/shipment crediting on a monthly basis and report errors to the SCO Sales Support Center and sales manager. Regular and timely review of sales/shipment crediting can help avoid unnecessary overpayment conditions.

NEGATIVE INCENTIVES

All negative transactions, (including but not limited to cancellations, returned products, and corrections to quota) will reduce the period-to-date quota performance in the current performance period and will be included in the volume incentive pay calculation. All negative transactions from the prior performance period will also be treated as negative performance in the month in which the negative transaction occurs and be included in the volume incentive pay calculation.

When an order that ships late in the performance period is subsequently canceled in the next performance period, negative incentives will be calculated using the current incentive plan. This means formulas used for the negative transaction may be different from those used for the original incentive payment.

Incentive liabilities will be carried over into the next performance period if not satisfied by the end of the prior period. This includes crossing into the next fiscal year, if necessary. However, if the liability is greater than 25% of the current annual TIA, the employee will be required to promptly repay the after tax (net) amount of the overpayment in a lump sum. If a liability is carried from one calendar year to the next, repayment is based on the before-tax (gross) amount. Once the performance period has closed, employees who have left an assignment (transfer or termination) will be required to repay the negative amount in full to the extent permitted by law. It is the manager's responsibility to notify Americas Sales Compensation Operations immediately upon a sales employee's transfer or termination so that any outstanding liability can be addressed.

REPAYMENT

Typically, liability is repaid from future incentives earned, including bonus and SPIF payments. However, prompt repayment will be required when any of the the following conditions exist:

- A significant drop in performance (25% or more)
- Transfer or Termination from incentive position
- HP gives incentive employee notice to leave the plan
- Outstanding liability balance greater than 25% of the current annual TIA

When an incentive employee leaves the plan, Americas Sales Compensation Operations will address outstanding liability balances. Contact the SCO Sales Support Center for your current Incentive Statement (includes current liability) and any liability not yet recorded.

Incentive Performance Review

Incentive performance is subject to periodic review for performance significantly above or below target. Performance significantly below target is monitored by Sales Management and Sales Management may request additional research from the Americas Sales Compensation Operations (SCO) Organization as required to evaluate such below target performance. For attainment levels of less than 50%, the employee's direct Sales Management should raise any concerns to the Sales Vice President.

HP has implemented a Performance Review Process to evaluate performance significantly above target. This process complies with HP's Pay for Performance philosophy and is considered fair and equitable for both employees and the company. The respective Sales Vice President Segment Finance Manager and a Human Resources representative are responsible for participating in and approving the review once an employee's attainment reaches the pre-established threshold. Each sales organization has the option to establish reviews at lower levels of attainment or increase the frequency of the review. Human Resources may be involved to review/approve requests for a payment cap or payment hold, if warranted, to prevent a liability later.

More details regarding the Performance Review Process, including performance levels at which reviews occur, are contained in the "Performance Review Process" document housed on the Americas SCO website under the "Policies" menu: <http://americas-sales-comp.corp.hp.com>

As always, in this rapidly changing environment, Hewlett-Packard reserves the right to amend any aspect of an incentive employee's sales compensation, including (but not limited to): mix of base and incentive pay; assignment, addition or deletion of designated accounts; and/or increase or decrease of corresponding quota and sales objectives.

Appendix A: Incentive Pay Definitions

For the purpose of this policy as well as related documents, the following definitions apply:

Accelerator	The rate(s) (percent of Target Incentive Amount) paid for every 1% of quota achieved above 100% quota performance.
Accelerator – Premium	For metrics with embedded sub-quotas, standard or premium rates may apply. When performance exceeds 100% attainment of all embedded sub-quotas, premium rates apply to the blended total quota performance measure.
Accelerator – Standard	For metrics with embedded sub-quotas, standard or premium rates may apply. When performance is less than 100% attainment of all embedded sub-quota measures, standard rates apply.
Badge #, Employee ID	Unique identification number assigned to each employee.
Base Pay (Base Salary)	Fixed salary, "guaranteed" portion of total target pay. Base salary is intended to compensate for overall job responsibilities.
Benefit-Eligible	Incentive compensation that applies toward corporate benefits.
Bonus	A payment, on-top of On Target Earnings, awarded for accomplishing pre-determined objectives.
Cap	The maximum total incentive compensation a sales employee can earn in a given period. A cap may apply to specific incentive components or to overall incentive compensation.
Cumulative Period to Date Performance Period	Cumulative period to date sales are compared to cumulative period to date quota.
Draw	Recoverable payment of incentive compensation paid in anticipation of future performance.
Draw/Incentive	A combination of incentives earned and supplemental draw. Supplemental draw is paid if incentives earned are less than monthly draw amount. All incentives earned are paid.
Focused Sales Objective (FSO)	Strategic performance measure used to address a complex selling environment that requires a balanced effort against multiple and varied objectives. FSOs provide incentive opportunities for performance against a set of specific, individualized objectives. Measures typically involve product mix, customer mix, number of new accounts, or other measurable goals.
Gate – Embedded Sub-quota Measures	A gate is a performance threshold that must be met before an identified level of accelerator will be paid. A gate with an embedded sub-quota measure can be utilized within a single quota-based component. Upon greater than 100% attainment of all embedded sub-quotas within the blended total quota performance measure, the identified Premium Rate applies to the blended total quota performance measure. Each performance measure of a plan may offer standard and premium rate levels, based on meeting performance gates relative to embedded sub-quotas.
Gate – Standard	A gate is a performance threshold that must be met before an accelerator will be paid. A standard gate can be utilized on plans with multiple quota-based performance measures. Each performance measure may have a different threshold. Accelerators for each performance measure are typically deferred until the gate for each measure is met.
Goal	A sales objective used to measure performance for calculation of incentive pay. A goal may be expressed as quota or FSO.

Appendix A: Incentive Pay Definitions

Incentive Component	A defined element of an incentive plan, such as Quota-based Volume, FSOs, and On-Top Bonus.
Incentive Pay	Variable pay dependent on performance vs. goal. Incentive pay provides an opportunity to earn above base salary and includes one or more incentive components.
Incentive Weighting	The incentive weighting defines how much of the total incentive pay is assigned to a particular incentive component. For example, in a plan with a TIA of \$30,000, 75% or \$24,000 may be weighted as a volume measurement and 25% or \$6,000 weighted as FSO. The volume portion may also be weighted by business focus.
Job Code	6-digit code that is plan-specific and controls the mix of base pay and Target Incentive Amount (TIA) in human resource and compensation systems.
Leverage (Mix)	Ratio of base salary and target incentive to On Target Earnings.
Liability	Amount to be recovered from incentives for overpayments or draw.
Multiplier	The rate(s) (percent of Target Incentive Amount) paid for every 1% of quota achieved. Multipliers apply to under 100% performance (slope) as well as over 100% performance (accelerator).
OMEGA Sales Specialty Code	A unique designator identifying a specific incentive plan used to invoke specific compensation formulas and crediting rules.
OMEGA	HP's authorized sales measurement and compensation system. Each Sales employee has access to his/her personal assignments, credits, and pay through OMEGA Online.
On Target Earnings (OTE)	Total annual pay for incentive employee at 100% goal attainment. Sum of base pay and 100% target incentive equals OTE.
Performance Measure	The specific criteria (e.g. product groups), identified on Sales Plan document, used to measure a volume or FSO incentive component.
Performance Period	The time span over which performance is measured for incentive purposes.
Period to Date (PTD) Performance Period	Cumulative period to date sales are compared to the total period quota to pay incentives. For example, in month four of the performance period the first four months' order/shipment performance is measured against the full six months' quota.
Quota	A pre-determined sales goal assigned to an individual or team.
Ramp	The point at which the acceleration changes from one percent to another.
Roll-off Point	The point at which the acceleration rate levels off to pay 1:1.
Sales Organization	A group of Sales Representatives and Sales Management whose common goal is to maximize HP's sales in a defined market segment.
Sales Performance	The amount of sales achieved in a defined performance period. Sales performance is expressed as a percent of performance period quota.
Slope	The rate(s) (percent of TIA) paid for every 1% of quota achieved below 100% quota performance.
Special Incentive for Focus (SPIF)	A contest or other competitive scenario, with a defined beginning and end date, offered to the sales force to meet a unique, short-term (quarterly) need in plan emphasis or sales focus.
Target Incentive Amount (TIA)	Amount of incentive opportunity paid at 100% goal attainment. Actual incentives earned may be more or less than TIA.
Target Incentive Pay	Incentive pay at 100% goal attainment.
Threshold	Minimum level of performance that must be achieved before an incentive will be paid.
Total Compensation	Sum of base pay and actual incentive pay earned.

FY05 U.S. Sales Compensation Incentive Pay Administration Policy

V1.0 Effective 11/01/04 – HP Restricted

25

Appendix A: Incentive Pay Definitions

Upside	Incentive pay opportunity that is in excess of On Target Earnings (OTE).
Variable Compensation	Includes any compensation component linked to target incentive, overachievement, bonuses, and other sales recognition
Volume Component	Incentive compensation component that includes a quota measure.

Appendix B: Documents Associated With Incentive Compensation

In addition to this Compensation Policy, there are a variety of documents which govern incentive pay and assist incentive employees in understanding their pay; all of which can be found on the Incentive Compensation website.

Bonus and SPIF Program Documentation	All approved bonus and SPIF programs are documented under the Sales Force Toolkit on the Americas SCO website: http://americas-sales-comp.corp.hp.com/
Americas Sales Compensation (SCO) Website	Please refer to the Americas SCO website: http://americas-sales-comp.corp.hp.com/ for additional materials that pertain to incentive pay.
FSO Application	This web tool is used to describe an incentive employee's strategic objectives (for employees with a FSO component). For set up, approval and acknowledgement of goals and attainments, the tool is accessible from the Sales Force Toolkit on the Americas SCO website: http://americas-sales-comp.corp.hp.com/
Goal Sheet	This document describes an incentive employee's performance goals based on sales specialty for a defined performance period. Incentive employee must acknowledge (review and approve) their goal sheet prior to incentive payments occurring.
U.S. Sales Incentive Credit and Compensation Plan (also referred to as "Sales Plan")	This document describes incentive components for specified sales specialties. The Sales Plan includes performance period, performance measures, incentive weight of each component, source feeds, bonus opportunities, acceleration rates and calculations.
U.S. Sales Compensation Incentive Credit Administration Policy	This document describes the policies relating to how orders are credited to incentive employees.
U.S. Sales Compensation Incentive Credit Reference	This document provides additional details on information included in the U.S. Sales Incentive Credit and Compensation Plan document.

EXHIBIT 19

The overall process listed below will guide you step-by-step in submitting a manual claim for missing credit in FY07.

NOTE: Territory Sales may only submit claims for International, TRSP or NSP Joint Go To Market Program (formerly SPP) Transactions. Please direct your questions to the Sales Compensation Support Center 1-800-244-1407.

There may be instances whereby Area-to-Area credit movement is deemed necessary. These Area-to-Area transfers will be managed by Sales Compensation Operations, working in conjunction with the support center and segment account consultant and will require Regional VP approvals before transfer can occur.

Checklist: Before filing a formal Manual Claim on the web

Please use this checklist to determine the necessity of a claim PRIOR to completing a claim form.

- 1. Does the amount of your manual claim meet established dollar thresholds?** [Claims Matrix \(thresholds\)](#)
 - NO: Filing a manual claim is not applicable. No need to proceed.
 - YES: proceed to step 2

- 2. Review your credits in Omega:**
 - If credit is in OMEGA, there is no need to proceed with claim process.
 - If credit is missing in OMEGA, please go to step 3

- 3. Is the credit Direct or Indirect?**
 - DIRECT: Sales crediting is automated for "direct" purchases from HP, no claim necessary
 - HP DIRECT ("Compaq Direct"): orders take 30-45 days to show up in Omega from a compensation perspective. Go to step 4
 - INDIRECT: Go to step 4
 - Note:* Sales crediting is automated for all transactions where salesout is available from Channels and Resellers

- 4. For missing Indirect / HP Direct (Compaq Direct) credits**

Determine the criteria / timeline below that matches your inquiry and move forward as described

 - **Less than 30 days ago:**
 - ✓ Take no action.
 - ✓ Watch for the transaction to show up in OMEGA crediting reports.

 - **More than 30 days ago and processed through a reporting reseller:**
 - ✓ Submit a Manual Claim (see step 5)

 - **For known non-reporting Resellers,**
 - ✓ You do not need to wait to submit a manual claim. (see step 5)
 - To see a list of targeted reporting Resellers, click here: http://pim.boi.hp.com/reports/k/Channel_Partner_Reportng_Resellers.xls

- 5. Obtain approval from your manager if your program requires approval (see step 6)**

- 6. Fill out the FY07 Manual Claim Form at: [Manual Claims webpage](#)**
(Please reference "Completing a Manual Claim" link when filling out the claim form)

Last updated 04/21/06

EXHIBIT 20

FY08 Manual Claim Matrix

Name/ Type of program	Guidelines (Based on invoice size and/or per account)	Dollar Validation	Submittal Process & Approval Required
<u>General Claims</u>			
Non-reporting Partners: On indirect business, transactions are captured via (and credit is dependent upon) Partner Sales Out reporting to HP. If partner does not report, manual claims may be required for sales to partners and/or end-users.	<u>Named</u>	<ul style="list-style-type: none"> • Non-reporting reseller: List price from HP pricing tool. • All other use Sigma: net price. 	<ul style="list-style-type: none"> • Submitted via website: http://americas-sales-comp.corp.hp.com/manual%20claims.asp
Remarketed Equipment: Sales employees are eligible for sales credit on used/remarketed equipment according to the crediting rules for their sales plan, at the time of shipment. Credit is applied at 100% of the Net Deal Price for HPFS Remarked Product Sales. When the transactions are not reported or the end-user data is not available, claims will be considered.	<ul style="list-style-type: none"> • 50K TSG • 25K IPG • 25K PSG Volume • 25K Fed Value • 25K Services 	<p>Note: See valuation chart for further details on pricing. http://americas-sales-comp.corp.hp.com/FY08%20Valuation%20Plan%20Final%20v5.pdf</p>	<ul style="list-style-type: none"> • Required Approvals: • Level 1 Sales Manager
Demo Sales: Upon the purchase and invoicing of consignment business, sales employees are eligible for credit according to the crediting rules for their sales plan. When the transactions are not reported or the end-user data is not available, claims will be considered.			
Exceptions: Requests outside of defined policy and standard claims. The guidelines are dependant on the exception. Refer to the DOA policy. http://wwwsalescomp.corp.hp.com/docs/governance/FY08/FY08AMS_SC_DOA_Policy.pdf			
<u>TMS Custom Agreements</u>			
Utilize the generic claim form	<ul style="list-style-type: none"> • 500K BCS • 2.5M non BCS* <p>*2.5M USD TCV in large countries *1.5M USD TCV in small countries</p>	<ul style="list-style-type: none"> • Sigma: net price 	<ul style="list-style-type: none"> • Submitted via website: http://americas-sales-comp.corp.hp.com/manual%20claims.asp
Requirement: Minimum 3-year agreement (multi-year). Sales credit is granted for an additional 25%			<p><u>Required Approvals:</u></p> <ul style="list-style-type: none"> • Level 1 Sales Manager <p>Apply to the assignment level</p>

DATE

Created by: Shelley Burk

Page 1 of 5

FY08 Manual Claim Matrix

Name/ Type of program	Guidelines (Based on invoice size and/or per account)	Dollar Validation	Submittal Process & Approval Required
of the first twelve month value (not total contract value) of the HP annuity services.			
Multinational Claims When Transactions are not recognized systematically as multinational, a manual claims process is required when the following criteria are met. The split is 50% to the sold-to country (or country of specmanship for software-only deals) and 50% to ship-to (or country of software usage for software-only deals) country.	<u>Named/Area:</u> <ul style="list-style-type: none"> • 250K Product • 30K SW only deals • 100K IPG standalone • 100K Services per deal (10K per country) 	<ul style="list-style-type: none"> • BO L4; net price 	<ul style="list-style-type: none"> • Submitted via website: http://americas-sales-comp.corp.hp.com/manual%20claims.asp <p><u>Required Approvals:</u></p> <ul style="list-style-type: none"> • Level 1 Sales Manager • For negotiated splits greater than \$1M refer to the Global DOA Policy • Claim to be submitted by named account sales rep.
General Motors US 75%/Canada 25% Claim A Cross Border agreement has been established for the General Motors Sales Team. The agreement calls for a 25% / 75% Management Reporting split for Canada and the United States respectively. This crediting is specific only to orders with a ship to address of a GM Data Center in Toronto Canada.	<u>Named:</u> <ul style="list-style-type: none"> • 25K 	<ul style="list-style-type: none"> • BO L4; net price 	<ul style="list-style-type: none"> • Utilize international claim form when submitting claim. http://americas-sales-comp.corp.hp.com/manual%20claims.asp <p><u>Required Approvals:</u></p> <ul style="list-style-type: none"> • Approved agreement on file • Claim to be submitted by Enterprise Account Manager (EAM). • New business only
CME JGTM Communications, Media & Entertainment Joint-Go-To-Market	<u>Named/Specialty/Area:</u> <ul style="list-style-type: none"> • 25K 	<ul style="list-style-type: none"> • Sigma; net price 	<ul style="list-style-type: none"> • Submitted via website: http://insponline.hp.com/jgtmp/default.asp <p><u>Required Approvals:</u></p> <ul style="list-style-type: none"> • Claims greater than \$100K, either the CBM of the CME Provider or the Global Inbound Corp Acct Mgr. • Claim to be submitted by the named account sales rep.

DATE

Created by: Shelley Burk

FY08 Manual Claim Matrix				
Name/ Type of program	Guidelines (Based on invoice size and/or per account)	Dollar Validation	Submittal Process & Approval Required	
HPS Installed Base Transitional Claims Utilize the generic claim form	<p>When installed base contracts (option/CarePack conversions and ongoing renewals) transition between customer segments (i.e. direct and indirect or System Integrator to direct), sales credit may be applied as both direct/end-user and channel business.</p> <p>A manual claim will be required by the "transitioned from" sales team. When the claim is executed, the "transitioned to" sales team (account and/or individual) will receive a quota increase equal to the value of sales credit applied.</p> <p>Only orders coded as renewal/ongoing are eligible.</p>	<ul style="list-style-type: none"> • 25K 	<ul style="list-style-type: none"> • Sigma; net price 	<ul style="list-style-type: none"> • Submitted via website: http://americas-sales-comp.corp.hp.com/manual%20claims.asp <p><u>Required Approvals:</u></p> <ul style="list-style-type: none"> • Level 1 Sales Manager • Region Business Group Finance Manager
HPS Federal IB Overlay Utilize general claim form until notified	<p>Sales credit eligibility for indirect renewal business administered by the Federal installed base rep on defined channel accounts with a Federal Named (i.e., US Army) account as the end-user. Manual claim required. See the Manual Claims section of this document for more details and use the Indirect sales claim type to submit these claims.</p>	<ul style="list-style-type: none"> • 25K 	<ul style="list-style-type: none"> • Sigma; net price 	<ul style="list-style-type: none"> • Submitted via website: http://americas-sales-comp.corp.hp.com/manual%20claims.asp <p><u>Required Approvals:</u></p> <ul style="list-style-type: none"> • Level 1 Sales Manager

DATE
Created by: Shelley Burk

Page 3 of 5

Name/ Type of program	Guidelines (Based on invoice size and/or per account)	Dollar Validation	Submittal Process & Approval Required
<u>Area to Area Transfers</u>			
Utilize the generic claim form			
Should be for exceptions only, should not be used solely based on where sales effort is; Area crediting is based on end user ship to logic.			
For transactions that are included in quota for Area requesting credit but due to change in buying behavior of customer, shipments are occurring in different Area than historically for the customer.			
<u>HPS Custom Solutions</u>			
Utilize the generic claim form			
Eligibility for HPS sales credit is limited to orders booked and recognized as HPS product lines. The only exception is for custom solutions where services are bundled at customer request.			
<u>Non-Stop Enterprise Division (NED)</u>			
Utilize the generic claim form			
T-Rent T-Move T-Swap	<ul style="list-style-type: none"> • Territory • 2M Generalist • 500K Specialist • 250K Software/ProCurve • 100K Services 	<ul style="list-style-type: none"> • Sigma; net price • 25K • Sigma; net price 	<ul style="list-style-type: none"> • Submitted via website: http://americas-sales-comp.corp.hp.com/manual%20claims.asp • Required Approvals:<ul style="list-style-type: none"> • VP approval from both regions affected • Region Business Group Finance Manager • Note: SCO Representative to drive process
			<ul style="list-style-type: none"> • Submitted via website: http://americas-sales-comp.corp.hp.com/manual%20claims.asp • Required Approvals:<ul style="list-style-type: none"> • Finance verification of revenue transfer • Product sales approval for restatement. • Submitted via website: http://americas-sales-comp.corp.hp.com/manual%20claims.asp • Required Approvals:<ul style="list-style-type: none"> • Level 1 Sales Manager

DATE
 Created by: Shelley Burk

Page 4 of 5

FY08 Manual Claim Matrix

Name/ Type of program	Guidelines (Based on invoice size and/or per account)	Dollar Validation	Submittal Process & Approval Required
OEM Assist Crediting (Original Equipment Manufacturer) Utilize the generic claim form	<ul style="list-style-type: none"> • 2K • Sigma; net price • Apply sales credit at the individual sales rep baby chair level. 	<ul style="list-style-type: none"> • Utilize Generic claim form when submitting claim. <p>http://americas-sales-comp.corp.hp.com/manual%20claims.asp</p>	<p>Required Approvals</p> <ul style="list-style-type: none"> • Chuck Kinzel • Sales VP Approval • Level 1 Sales Manager • Eligible Accounts • GE Healthcare • Agfa • Philips Medical

DATE
Created by: Shelley Burk

Page 5 of 5

EXHIBIT 21

Sales Manual Claim Website (SMCW)

February 7, 2008



©2006 Hewlett-Packard Development Company, L.P.
The information contained herein is subject to change without notice.

Agenda

- Why the transition and what is SMCW?
- What's New
- Sales Rep submittal process
- 1st Level Sales Management Responsibilities
- Claim form samples
- Claim Status Definitions
- Reporting/Status Updates
- URL Links

2 3929716



Why the transition?

Due to the ongoing Data Center Consolidation (DCC) effort, changes to our existing US Sales Comp tools are taking place.

What Is SMCW?

Sales Manual Claims Website - a web based application for sales reps to submit manual claims directly to their SCO Representative.

- The application has tracking and reporting capabilities.
- Utilized by the following regions: Canada, LAC, U.S. and soon EMEA.
- SMCW has the same look and feel as the prior manual claim application.
- Log in is by NT access

1 03525910



What's New

- 1st level sales manager approval required for all claim submittals
 - Claims will not be released to SCO until they are approved by sales mgmt
- The option to by-pass 1st level mgr approval is available
 - Utilize for situations when manager is away/traveling/vacation
 - Claims will be routed to SCO for review and processing
 - Notification will be sent to the sales managers
- Types of Claim Forms: Generic, International and NSP JGTM
- The ability to provide comments/updates for all users
- Comments/updates are saved and visible to all users
- The support center email node will no longer be utilized for claims
- All claims **must** be submitted via SMCW for tracking/auditing purposes

4 05/22/2010



Sales Rep Submittal Process

SR submits a claim via the SMCW website:

- select Region = US
- select claim form (Generic or NSP JGTM)
- select claim type from drop down menu
 - Generic claim
 - International
- Select Business Group (HPS, Corp, NED, etc)
- Completes form with required information indicated by the **.
- General Comments section – using the manual claim matrix identify the type of claim (i.e. Direct/Indirect, Non-reporting reseller, etc.)
- Sales is encouraged to provide evidence by way of including attachments (excel, word, print screens, etc).

An auto-reply message will be sent to the sales rep & cc: to SCO Representative

- Email subject line will read "SUBMITTED" along with the claim number

5 APR 2011



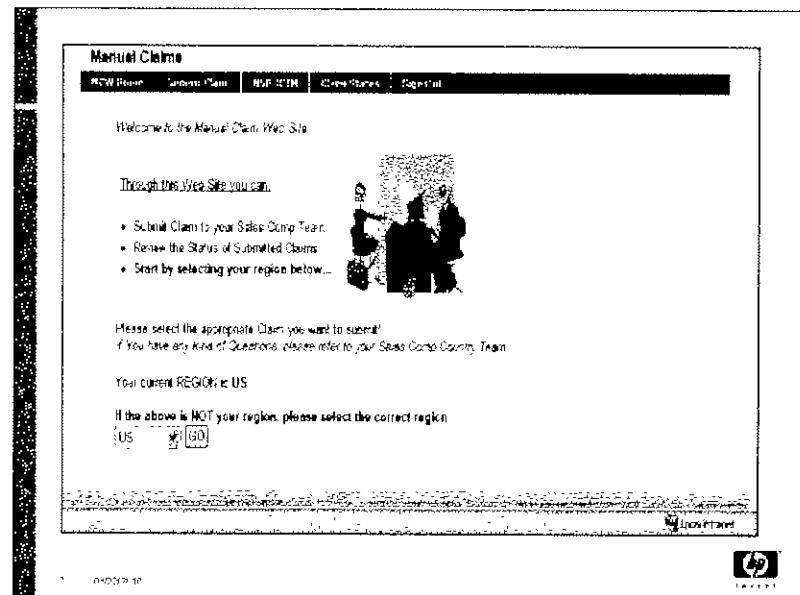
1st Level Sales Manager Responsibility

- An email notification will be sent to the Sales Manager for review.
- A url link to the claim will be provided within the email notification
- Claim status will be "OPEN" - meaning awaiting 1st level mgmt approval.
- Sales Manager's – DO NOT REPLY to the email with your approval. The Approval/Deny process must be done via the website. This will cause claims to remain in OPEN status without notification to the SCO Representative.
- If the claim is denied**
 - Sales Manager provides the reason in the comments section.
 - The claim process ends and is considered closed.

Caution: Be aware that you will not receive notifications in your inbox if a rule is set to file items with a *general email address* in the junk email folder. If this is the case, be sure to check for review/approval notifications.

02/02/2010





Manual Claims

Re:Wknum: Generic Claim: NSP: Class/Claims: Sign Date:

Generic Claim Form - Sales Team Only (US)

PLEASE SELECT GENERIC CLAIM TYPE:

EXPI CLAIMS
 INHERIT CLAIMS

Date: Lockscreen:

S - 04/29/2010

HP Invent

GENERAL CLAIM (US)	
Customer Info: Business Unit: Financials Sales Rep Info: Sales Rep Name: [REDACTED] Sales Rep Contact: [REDACTED] Sales Rep Address: [REDACTED] Sales Rep City: [REDACTED] Sales Rep State: [REDACTED] Sales Rep Zip: [REDACTED] Sales Rep Phone: [REDACTED] Sales Rep Email: [REDACTED]	
<p>The General Comments box is used to describe the type of form and for all updates and communications.</p>	
End User Details: End User Customer ID: [REDACTED] [View] End User Contact Name: [REDACTED] End User Contact Email: [REDACTED] End User Contact Phone: [REDACTED] Sold to Address Details: Sold to Address ID: [REDACTED] [View] Sold to Address Name: [REDACTED] Sold to Address County: [REDACTED] Sold to Address City: [REDACTED] Sold to Address State: [REDACTED] Sold to Address Zip: [REDACTED] Reader Details: Reader ID: [REDACTED] [View] Reader Name: [REDACTED] Reader Email: [REDACTED] Reader Phone: [REDACTED] Reader Notes: [REDACTED]	
Approver Details (Name to be maintained by Country Sales Admin Spec): Sales Person for CPM Region: [REDACTED] [View] Approver Details: [REDACTED] [View] Approver Notes: [REDACTED] [View] Approver Email: [REDACTED] [View] Approver Phone: [REDACTED] [View] Approver Notes: [REDACTED] [View] Approver Email: [REDACTED] [View] Approver Phone: [REDACTED] [View]	





Claim Status Definitions

- Open: 1st level sale management approval needed
- DMGR Approved: 1st mgr approval complete
- Pending Claim Admin Action: Claims to be worked
- Approved: claim processed. Also, means claim is closed.
- Denied: claim can be denied by either 1st level sales mgmt or SCO Representative.
- Re-Opened: claims previously approved or denied by SCO can be re-opened.

Claim Status Options not available for the U.S.

- Closed
- Closed w/out file upload

11 1/22/2010



Reporting/Status Update

View claim status:

- By Claim Id number
- By Sales employee ID

Only have the capability to view your own claims

Super User Reporting Capabilities:

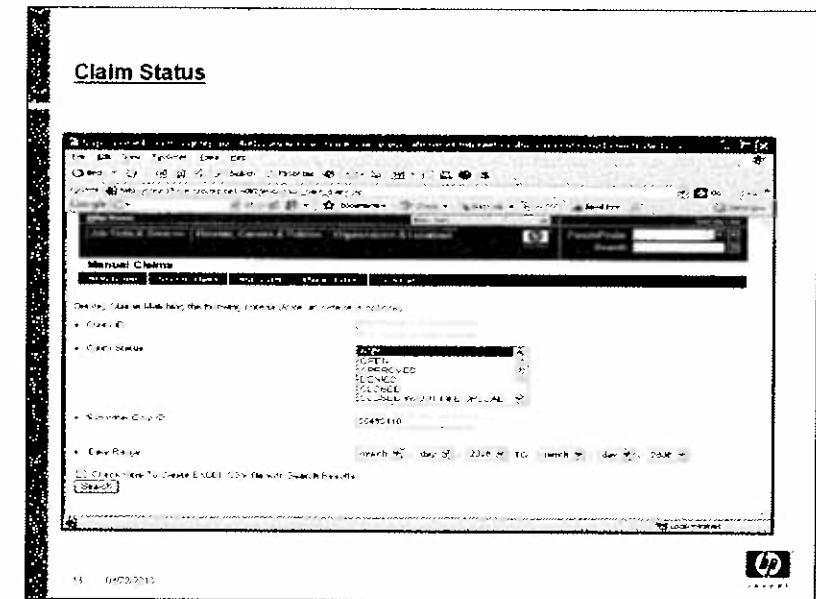
- By Claim Status
- To select more than one type of status, simply hold down the shift button while making your selections.
- Submitter Emp ID – As an option this field can be left blank in order to view a select group of claims.
- By date range

Claim reporting options not available at this time:

- The ability to pull claims by a specific group

12 10/20/06





URL Links

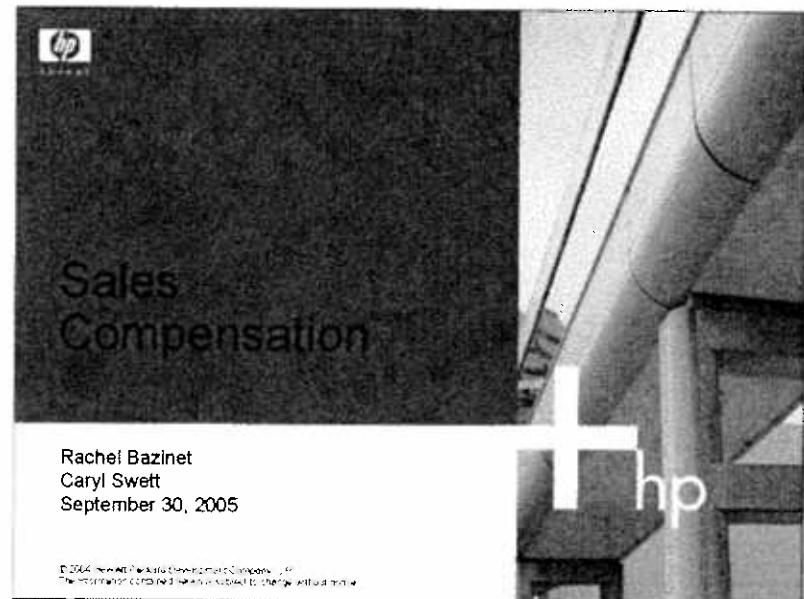
- **Manual Claim Information**
 - Americas Sales Comp website: <http://americas-sales-comp.corp.hp.com>
 - Sales Force Toolkit
 - PIP Lite (located on the black toolbar)
 - Manual Claim Portal
- **Manual Claim Guidelines Document:**
 - Contains minimum threshold amounts
 - Approval Levels
 - Claim requirements
- **FY08 Manual Claim Quarterly Close Schedule**
- **Training Presentations**

14 04/22/2006



EXHIBIT 22

Presentation Title



Presentation Title



Sales Compensation

- Order has been placed
- Order has been shipped/invoiced
- How do I receive credit for this order
- How does that credit generate an incentive payment

(ex2000)5 Sept 14
2010

12E Sales Compensation

A

Presentation Title

Compensation Plan

- Leveraged
- Non-exempt/Exempt
- Quarterly/Semi-Annual/Annual Plan
- Incentives tied to specific metrics
- TIA is weighted per metric per performance period
- Metrics accelerated independently
- Can be eligible for SPIF programs

* Attainment capped at 8 percent of plan period target incentive

Presentation Title

Multipliers/Accelerators Example

- Acceleration schedule
 - POE 175
 - 0% - 60.00% x 0.75
 - 60.01% - 100.00% x 1.375
 - 100.01% - 137.50% x 2
 - 137.51% - 175.00% x 4
 - 175.01% + x 1
- Attainment capped at percentage of the plan period target incentive
- POE = Point of Excellence

All Examples in this document are for illustrative purposes only and may be fictitious

DEC010005 Page 15
2/05

E&G Sales Compensation

4

- This is an example of an acceleration table that is applied to your percent performance for each metric of your compensation plan. Briefly explain multipliers.

Presentation Title



Math Behind the Multipliers Example

TIA for the year:	\$10,000	Multipliers/Accelerators
TIA for the Half:	\$ 5,000	0% - 60% x .75
Metric 1 = 50% of TIA	$\$5,000 \times .50\% = \$2,500$	60.0% - 100% x 1.375
Metric 2 = 25% of TIA	$\$5,000 \times .25\% = \$1,250$	100.0% – 137.50% x 2
Metric 3 = 25% of TIA	$\$5,000 \times .25\% = \$1,250$	137.50% -175% x 4
		.75%+ x 1
Metric 1 = 100%	Metric 2 = 100%	Metric 3 = 100%
$.60 \times .75 \times \$2,500 =$ \$1,125	$.60 \times .75 \times \$1,250 =$ \$562.50	$.60 \times .75 \times \$1,250 =$ \$562.50
$.40 \times 1.375 \times \$2,500 =$ \$1,375	$.40 \times 1.375 \times \$1,250 =$ \$687.50	$.40 \times 1.375 \times \$1,250 =$ \$687.50
Total Metric 1 \$2,500	Total Metric 2 \$1,250	Total Metric 3 \$1,250
	Total Earned: \$5,000	

16x2.25X0.5x1.15
2010

E2E Sales Compensation

Presentation Title

Omega? HP's Global Incentive Compensation Software Application



Reps' account & sales plan affiliations; Valuation tables; Feed files from HR, Partner sales; Order Management system feeds etc.

Allots sales credit to incentive employee based on reps' sales plan and affiliations.

Calculates incentive pay based on sales credit, TIA, employee status etc.

Gross Incentive Pay to Payroll

HP00218080

HP Notes Compensation

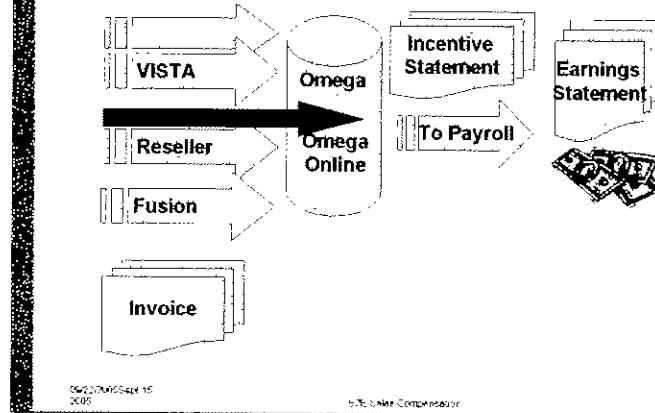
E

Presentation Title



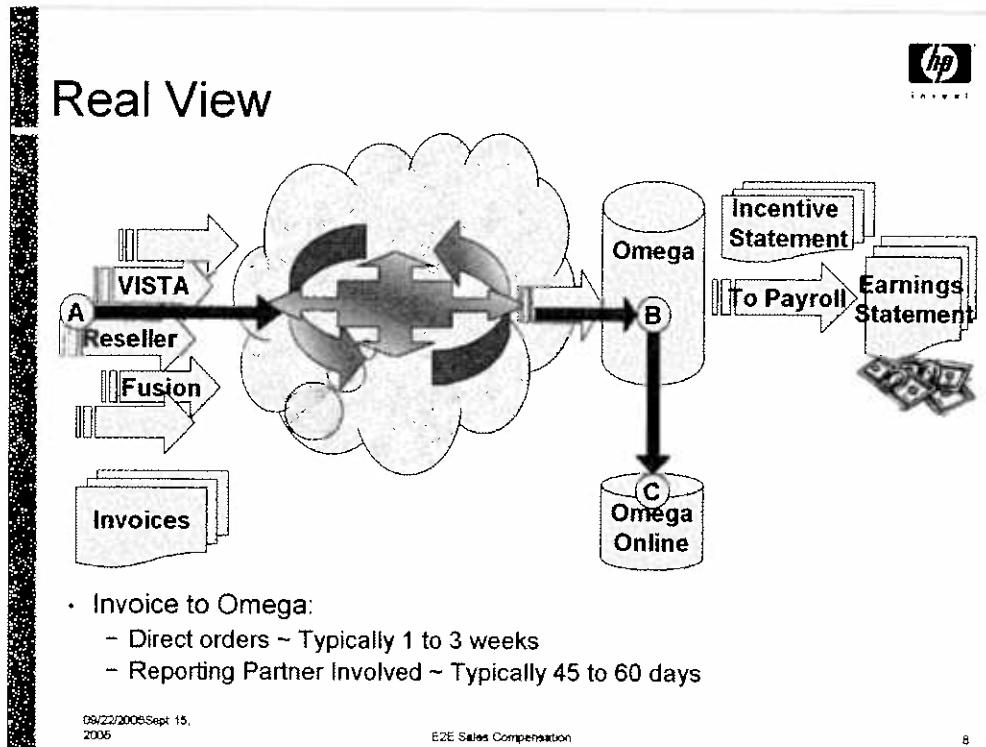
Reps' view of Inv to Omega to Pay Check

How many days from invoice to incentive paycheck?



- So now that you have shipped an order, learned how your comp plan will pay you.. how does that order get into Omega and then from Omega to the pay check. As a new employee you think it would only take a matter of days for an invoice to flow directly from the order systems into Omega.

Presentation Title



However it typically takes one to three weeks for direct invoices to flow to Omega and between 45 and 60 days for partner reported invoices to flow to Omega. This slide illustrates the many processes a transaction must flow through before it gets to Omega, such as matching the customer record, matching part numbers, not all involved systems update daily so time lags are involved.

The Omega the reps see is actually a snapshot in time of Omega. The snapshot is taken each Monday after Omega updates. The snapshot is accessible through Omega online.

Presentation Title

Direct or Non-Reporting Partner Example



Example Timeline	Dates
Invoice Created with G35094 as end user	Fri Sept 30 th
Invoice matches end user directory (NCRF), part nos etc	9 days
Invoice ready for Omega	Sun Oct 9 th
Invoice included in Omega weekly update	Fri Oct 7 th
Visible in Omega Online in NY STL account	Mon Oct 10th

PDC-OMEGA-04-15
2006

EDE Sales Compensation

2

Presentation Title

Reporting Partner or Agent Take Title Example



- OM system produces invoice either with G35094 Metro Transportation Authority or partner as end user
- System flags indicate reporting reseller involvement; invoice from HP's OM system does not flow.
- New York Local Government reps get credit for the order only when the partner reports the sale in their daily / weekly / monthly submissions.
- NCRF maps raw address of the transaction to New York Local Government account.
- Rep for New York Local Government gets credit.
- Timeframe: 45-60 days

W:\\CHOKING\\SP15\\

2005

EDE Case Under Review

10

Presentation Title

Verifying Credit for an Order w/Omega Online



- Browse credits by customer name
- Drill-down to invoice detail
- Export credits to Excel
- Search for credits by Invoice, Customer Name, Month and more
- View overall performance percentages

06/2/2016 5:44:15
2005©2005 Omega Software Corporation11

Assuming enough time has passed (3weeks / 45-60days) for the invoice to feed into Omega then the credit will be visible in Omega Online. You can browse the credits e.g. by customer name, you can drill-down to see more detail even individual invoices, you can export the credits en masse to Excel or if you have a specific invoice in mind you can search for credits by invoice number and more.

Presentation Title



Browse <> Drill Down <> Export

FY2005 Account Summary

Assignment * YOUR TERRITORY HERE
 Plan Component * H1_TSG_PSGCOM for
 Sales Specialty * NSD

For Person *YOUR NAME HERE

CUSTOMER NAME	CREDITED AMOUNT
ACADEMY OF THE	\$100,000.00
AL GHAZALY ELEMENTARY SCHOOL	\$79,000.00
ALEXANDER HAMILTON SCHOOL	\$73,154.10
ALLOWAY TOWNSHIP SCHOOL	\$145,410.00
ANN STREET SCHOOL	\$415,546.00
BARNEGAT HIGH SCHOOL	\$64,790.00
BD OF ED OF MONTGOMERY TWNSP	\$27,000.00
BD OF EDUC OF THE VOCATIONAL	\$65,436.00

CUSTOMER NAME	CUSTOMER ID	ORDER OR CONTRACT#	CREDITED AMOUNT
BD OF EDUC OF THE VOCATIONAL	ABC123	031234567	\$3,958.00
BD OF EDUC OF THE VOCATIONAL	ABC123	031234568	\$98.00
BD OF EDUC OF THE VOCATIONAL	ABC123	031234569	\$380.00

09/22/2010 9:58 AM
 2005

FDE Sales Credit Report

12

- Browse Credits by Customer Name then drill down to view order number

Presentation Title

Search for specific credits

Transaction Selection

Customer Name:	Customer Number:
Order Number:	Invoice Number:
P.O. Number:	Credit Period:
Partner Name:	Product Line:

All Fields

1. To enter multiple values in a box separate each value by a comma.
2. To withdraw a value use an asterisk (*).
3. To select multiple Product Lines press Ctrl key and Click on each checked value.

Report Format

Use Standard Format
 Customer Format
 Channel Format
 (Select fields from the list on the right hand)

Available Data Categories (15)

- CUSTID
- ACCTTYPE
- AREA
- ASSIGNMENT
- BILLING CENTER
- CHANNEL ID
- CHANNEL NAME
- CHANNEL CODE
- CHANNEL ID
- CITY
- CREDIT AG
- SOURCE
- AMOUNT
- AMOUNT + CUSTID + SOURCE
- Print contents of list

Excel Data Categories (15)

Excel XLS
 Excel XML

0-22/2005-04-15
XLS

EEC Sales Comprehension

Print Close

Search criteria window. Search by invoice number or customer name or po number or product line etc.

Presentation Title



Missing credit resolution

Manual Claims enable crediting of missing items .

1. Wait 60 days to file a manual claim when a reporting partner is involved (2nd/3rd party) as it may take 60 days to feed.
2. Wait 3 weeks if order is visible in HP's OM systems and reporting partners are not involved as it should feed.
3. If the order was placed with the non-reporting reseller outside HP's order systems then it will not feed so file a manual claim without waiting.

<http://americas-sales-comp.corp.hp.com/manual%20claims.asp>

Manual Claims require appropriate backup documentation, have minimum thresholds and only field reps should submit claims.

09022009SQR15
XW5

HP JE Sales Compensation

14

Presentation Title



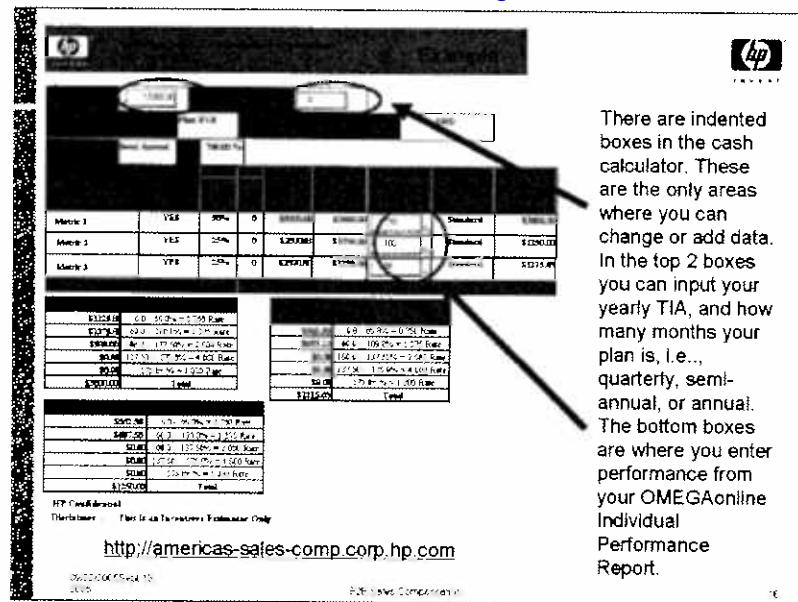
Overall Performance Example

FY2005 INDIVIDUAL PERFORMANCE			
By Period * 10/2005, Cumulative			
Sales Specialty * NSD			
For Person * YOUR NAME HERE (ID=0000000)			
Plan Component	Actual	Goal	Cumulative
H1 TSG PM PSGCOM PM	\$6,005,976.28	\$5,445,181.35	110.30%
H1 VIEW PSGCOM PM	\$4,079,218.62	\$3,238,901.72	125.91%
H1 VIEW TSG PM	\$1,926,757.66	\$2,206,279.64	87.33%
H1 TSG PSGCOM	\$4,012,486.22	\$3,340,963.08	120.10%
H1 VIEW PSGCOM	\$3,372,583.03	\$2,591,121.23	130.16%
H1 VIEW TSG	\$639,903.19	\$749,841.86	85.34%
H1 VIEW BUSPCM	\$1,862,032.48	\$0.00	0.00%
H1 VIEW CI	\$0.00	\$0.00	0.00%
H1 VIEW CIPM	\$0.00	\$0.00	0.00%
H1 VIEW COMNTBKPM	\$1,559,190.73	\$0.00	0.00%
H1 VIEW ESS	\$526,950.37	\$682,130.72	77.25%

06/22/2005 03:45:15
2005 © 2005 Oracle Corporation

- Omega Online also shows overall performance. This information is needed when using the Cash Calculators to estimate the pay value of all your credits.

Presentation Title



There are indented boxes in the cash calculator. These are the only areas where you can change or add data. In the top 2 boxes you can input your yearly TIA, and how many months your plan is, i.e., quarterly, semi-annual, or annual. The bottom boxes are where you enter performance from your OMEGAonline Individual Performance Report.

Presentation Title

Global Incentive Statement (GIS)

<http://americas-sales-comp.corp.hp.com>



The cash calculator is used to estimate plan period earnings. To see the actual plan period earnings, Omega Incentive Statements are available through a tool called GIS Global Incentive Statement. As Omega operates in arrears the July Statement is paid in the August 31st check.

Presentation Title

**Global Incentive Statement (GIS)
Example**

ID: Varsco120 Current Date: 20-Jun-2006 Current Creation: Friday, Jun 23, 2006 09:17:59 AM	Omega Incentive Earnings Statement Printed Date: Monday, June 26, 2006	 Demand Sales: Month of Period: Job Codes: 00000 Current Target Incentive Account: 350,700.00 Comments: (0) Pay Currency: United States Dollar																												
Current Sales: Salesperson: 1079-011070-A0000-A0000-A0000 Print Date: 01/06/06, File: 1079000																														
Sales Plan Components: Salesperson Summary Sales Period: 1079-011070-A0000-A0000-A0000																														
<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 25%;">Plan Component Name</th> <th style="width: 25%;">Period to Date</th> <th style="width: 25%;">Next Bill Month</th> <th style="width: 25%;">Plan Component Name</th> <th style="width: 25%;">Sales</th> <th style="width: 25%;">Actual</th> <th style="width: 25%;">Cumulative Performance</th> </tr> </thead> <tbody> <tr> <td>AUSA_AOM_Inv_3</td> <td>\$4,130.92</td> <td>\$1,276.53</td> <td>K_AUSA_AOM_PMS</td> <td>\$7,051.00</td> <td>\$7,051.00</td> <td>100.0%</td> </tr> <tr> <td>Total Sales: Appr/Actual</td> <td>\$4,130.92</td> <td>\$1,276.53</td> <td></td> <td>\$0.00</td> <td>\$0.00</td> <td></td> </tr> <tr> <td>Total Incentive Earnings</td> <td>\$6,176.24</td> <td>\$1,276.53</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>			Plan Component Name	Period to Date	Next Bill Month	Plan Component Name	Sales	Actual	Cumulative Performance	AUSA_AOM_Inv_3	\$4,130.92	\$1,276.53	K_AUSA_AOM_PMS	\$7,051.00	\$7,051.00	100.0%	Total Sales: Appr/Actual	\$4,130.92	\$1,276.53		\$0.00	\$0.00		Total Incentive Earnings	\$6,176.24	\$1,276.53				
Plan Component Name	Period to Date	Next Bill Month	Plan Component Name	Sales	Actual	Cumulative Performance																								
AUSA_AOM_Inv_3	\$4,130.92	\$1,276.53	K_AUSA_AOM_PMS	\$7,051.00	\$7,051.00	100.0%																								
Total Sales: Appr/Actual	\$4,130.92	\$1,276.53		\$0.00	\$0.00																									
Total Incentive Earnings	\$6,176.24	\$1,276.53																												
Plan Components: and Parameters Draw Type : P_RNDP_05 Draw Factor : 0.00 Plan Adherence : 0% Draw Payment Recovery : 0% Total Drawn: Total Paid : \$6,176.24																														
Estimates Open Total Present : \$1,142.73 Open Total Due : \$1,142.73 Open Incentive Payable/Called in Pay Due : \$0.00																														
Outstanding Liabilities Open Liab. : \$0.00 Open Payables: Liab. : \$0.00 Total Liab. : \$0.00																														
<small>This document is for reference purposes only. Please refer to your pay plan for actual numbers and details.</small>																														

Reps on plan can view the paying components to see the makeup of their incentive pay.
 Since you are on guarantee your GIS won't be as interesting until you go on plan.

Presentation Title



Guarantee Policy

- Base + 100% target incentive paid for the designated period.
- Paid via "NEW" Omega Sales Specialty Code from date incentive job code is assigned until active in incentive plan.
- The standard timeframe for payment at 100% target incentive is 2 full calendar months, or until required business training is complete. Partial months for employees hired mid-month will also be paid at 100% target incentive.

06/22/2005 5pm 15
2016

ESG Direct Compensation

15

Presentation Title



Guarantee Policy

- May be assigned to incentive plan as early as the first of the month following payment at 100% target incentive (whether on quarterly, semi-annual or annual plan).
- Employees hiring into or transferring into sales roles can only be assigned to a sales incentive plan at the first of a given month. Partial month prior to assigned effective date will be paid as "new" at 100% target incentive.

20120415.pptx

EE Sales Compensation

20

Presentation Title

What makes up the monthly pay check? Example



- Sept 15 - Base Pay Only
- Sept 30 - Base Pay + Guarantee/Incentive Payment for August
- Oct 15 – Base Pay Only
- Oct 31 – Base Pay + Guarantee/Incentive payment for September
- Nov 15 – Base Pay Only
- Nov 30 – Base Pay + Guarantee payment for October

10/22/2009 Sep 15
20:05

ECE Sales Compensation

21

Presentation Title

Tools, Resources and Contacts



Presentation Title

- This is the starting place where all tools are accessible and you will also find lots of valuable reference information from this website.

Presentation Title



Personal Information Page (PIP)

- One stop shopping for Sales Employees for current Sales Compensation information
 - Roster information
 - Incentive Statement
 - Goal Sheet
 - FSO information
 - Metric slides
 - Sales Plan documentation
 - Incentive Pay Administration Policy
 - Incentive Credit Administration Policy
 - CASH Calculator
- Accessed from PIP button at top right of SCO website:
<http://americas-sales-comp.corp.hp.com/index.asp>

06/22/2005 09:15
2005

SCO Sales Compensation

24

- The PIP is accessible from the Sales Comp Website

Presentation Title

Personal Information Page Example

Personal Information Page Example	
 American States Communications Corporation Personal Information Page	
Employee ID: 1234567 / Dept: JOHN Manager: 07094421 / Email: JOHN	Job Code: 10000 SALES MANAGER Base Salary: \$80,000.00 TIA Amounts: \$10,000.00
Logout	
<p>Personal Information Page</p> <p>The Personal Information Page displays your current compensation information, benefit elections, and other personal information. This page is used to make changes to your compensation information, such as salary increases or benefit elections.</p> <p>Key Data</p> <ul style="list-style-type: none"> Employee Number: 1234567 Employee Name: JOHN Manager Name: 07094421 Job Title: SALES MANAGER Current Status: Active View Details: View Details <p>Employee Information</p> <p>Employee Information includes your compensation information, benefit elections, and other personal information.</p> <p>Employee Information</p> <p>Employee Information includes your compensation information, benefit elections, and other personal information.</p> <p>Global Business Components</p> <p>Global Business Components includes information about your compensation, benefits, and other personal information.</p> <p>Global Business Components</p> <p>Global Business Components includes information about your compensation, benefits, and other personal information.</p> <p>Enterprise Publishing Solutions</p> <p>Enterprise Publishing Solutions includes information about your compensation, benefits, and other personal information.</p> <p>BP-PS Operations Group</p> <p>BP-PS Operations Group includes information about your compensation, benefits, and other personal information.</p> <p>Managed Services New Group</p> <p>Managed Services New Group includes information about your compensation, benefits, and other personal information.</p> <p>MSN Business Group</p> <p>MSN Business Group includes information about your compensation, benefits, and other personal information.</p> <p>TSG Admin - Public Sector</p> <p>TSG Admin - Public Sector includes information about your compensation, benefits, and other personal information.</p> <p>Print Services Group</p> <p>Print Services Group includes information about your compensation, benefits, and other personal information.</p> <p>Program Application and Training Agreement Services</p> <p>Program Application and Training Agreement Services includes information about your compensation, benefits, and other personal information.</p> <p>DS Shared Service Group</p> <p>DS Shared Service Group includes information about your compensation, benefits, and other personal information.</p> <p>Global Business Services</p> <p>Global Business Services includes information about your compensation, benefits, and other personal information.</p> <p>Global Business Services - Public Sector - MEXICO SECTOR</p> <p>Global Business Services - Public Sector - MEXICO SECTOR includes information about your compensation, benefits, and other personal information.</p> <p>Global Business Services - Public Sector - NORTH AMERICA SECTOR</p> <p>Global Business Services - Public Sector - NORTH AMERICA SECTOR includes information about your compensation, benefits, and other personal information.</p> <p>Customer Publishing Solutions</p> <p>Customer Publishing Solutions includes information about your compensation, benefits, and other personal information.</p> <p>Human Resources - North America</p> <p>Human Resources - North America includes information about your compensation, benefits, and other personal information.</p>	

Presentation Title



Resources

- **Sales Compensation Support Center** – Primary contact for sales team for all crediting inquiries, manual claims and payment issues
- **Phone:** 800-244-1407
- **Email:** Sales.Compensation.Support.Specialists@hp.com
- Subject line should include business segment to speed routing and resolution
- **Sales Compensation Support Specialist** – primary contact for all sales compensation issues, logs, tracks, and communicates status on issues through resolution, monitors and reports trends, communicates to sales on class issues (issues that impact the full sales population).
- **Segment Account Consultant** - performs as the primary contact for rostering and goal sheet setup and deployment, proactively reviews and manages early warning reports (i.e. overachievement), provides sales executive and AVP support, generates pay and credit adjustments, manages exception processing and escalations from the support center.

09/27/2009 8:11:15
2005

EDE Sales Compensation

26

- Define roles
- Compensation Consultants
- Reporting Team
- Payroll

Presentation Title

Where Do I Go When I Have A Question?



CATEGORY	QUESTION	DIRECT QUESTION TO
Base Pay	Who can answer questions regarding my base pay?	Your Manager
Comp Plan	Who can explain how my comp plan works?	Your Manager
Vacation	Something is wrong with my vacation pay	Payroll (866) 372-2034
Taxes	Who do I contact regarding taxes withheld on my pay check?	Payroll (866) 372-2034
Timecard	Something is wrong with my hours worked. Where is my OT?	Payroll (866) 372-2034

4/22/2005 Sept 15
2006

ESE Sales Compensation

27

Presentation Title

Where Do I Go When I Have A Question?



Category	Question	Direct Question To
Stocks / 401K	Who do I contact to increase my 401K contribution? Stocks?	Employee Benefits via HR Portal
Territory	What area(s) do I cover? What areas do I get credit for?	Your Manager
Goals	How are my goals determined?	Your Manager
Goal sheet	How can I view my goal sheet?	http://americas-sales-comp.corp.hp.com [Sales. Compensation. Support. Specialists@hp.com] 800-244-1407

002204000548 15

ECE Sales Compensation

28

Presentation Title

Where Do I Go When I Have A Question?



Category	Question	Direct Question To
Actuals	My actuals don't look correct. How can I find out what I got credit for?	OMEGAonline [Sales.Compensation. Support.Specialists @hp.com] 800-244-1407
Pay Calendar	Where do I find the Incentive Pay Calendar to see when I will be paid?	http://americas-sales-comp.corp.hp.com
SPIFF	My SPIFF wasn't paid / wasn't the right amount.	Your Manager
	My SPIFF amount doesn't match my paycheck	Your Manager

05/27/04 ESG/CL
2005

EUE Sales Compensation

25

Presentation Title

Where Do I Go When I Have A Question?



Category	Question	Direct Question To
Commissions	My commission wasn't paid / isn't the right amount My commissions don't match my paycheck	[Sales.Compensation. Support.Specialists @hp.com] 800-244-1407
GIS Statement	How can I access my Global Incentive Statement (GIS)? Who can walk me through the information?	http://americas-sales-comp.corp.hp.com Your Manager [Sales.Compensation. Support.Specialists @hp.com] 800-244-1407

759270095 Sept. 15
2005

EVE Color Compensation

X

Presentation Title

Where Do I Go When I Have A Question?



Category	Question	Direct Question To
Cash Calculator	How can I access the Cash Calculator?	Via PIP (personal information page) link on the compensation website.
	How do I use the Cash Calculator?	Your Manager
PIP Page (Personal Information Page)	Who do I contact when the information on this page is not correct?	[Sales.Compensation.Support.Specialists @hp.com] 800-244-1407

Presentation Title

Where Do I Go When I Have A Question?



Category	Question	Direct Question To
Job Changes	What happens with my incentive pay when I go on disability/leave of absence/change jobs/leave HP?	Your Manager [Sales.Compensation.Support.Specialists @hp.com] 800-244-1407
Tools	Who do I contact when I cannot access my statement, the PIP page or the Cash Calculator?	[Sales.Compensation. Support.Specialists @hp.com] 800-244-1407

7w22704554212
2006

EJE Sales Compensation

32

Presentation Title

Where Do I Go When I Have A Question?



Category	Question	Direct Question To
Order Valuation	Why is the credit value different from the invoice value?	1H06 Plan Rollout presentations / older docs on SCO website
Product Lines	Which paying component will product "x" appear under?	2005 Product Line Reference Table < http://americas-sales-comp.corp.hp.com/2005_Prod_line_Ref.xls >
Sku Reference	Can we get credit for this third party sku?	Sku reference on SCO website http://americas-sales-comp.corp.hp.com/SKU.asp

09/22/2005 10:54:15

2006

E:\E\Shared\Corporate\X\

21

Presentation Title

Where Do I Go When I Have A Question?



Category	Question	Direct Question To
Policies	Can I read the Sales Compensation Policies?	SCO Website http://americas-sales-comp.corp.hp.com
Account Hierarchies	Which account does this customer belong to?	NCRF account lookup http://ckm-ap01/ncrf/ http://ckm-ap01/ncrfsrch/first.htm
Reporting and Non reporting resellers	Where is my credit for this shipment?	Manual Claim Portal http://americas-sales-comp.corp.hp.com/manual%20claims.asp List of Reporting Resellers http://pim.boi.hp.com/reports/k/Channel_Partner_Reportng_Resellers.xls

06/12/2005 9:44:15
2005

EDE Sales Compensation

54

Presentation Title

Appendix



Presentation Title



Fiscal Calendar

- Q1
 - November
 - December
 - January
- Q2
 - February
 - March
 - April
- Q3
 - May
 - June
 - July
- Q4
 - August
 - September
 - October

7/21/2005 5:41:10
2005

EDF Sales Compensation

36

36

Presentation Title

QUESTIONS



Presentation Title

Sales Support Center

First point of contact for all sales inquiries

Sales.Compensation.Support.Specialists
@hp.com

800-244-1407

<http://americas-sales-comp.corp.hp.com/>

14502009042615
2006

E&E Sales Compensation

HP

Presentation Title

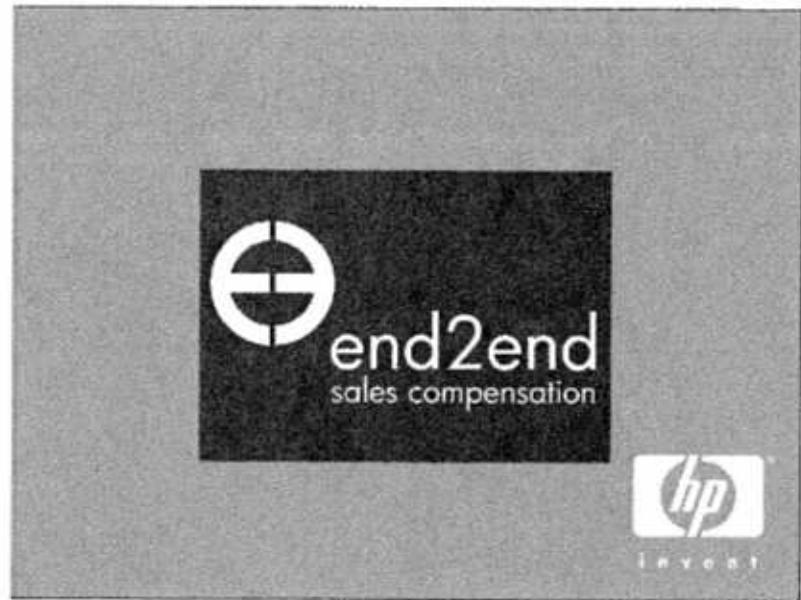


EXHIBIT 23

DEPOSITION
EXHIBIT

80

----- Original Message -----

Subject:HP - IOC Meeting Summary 6-24-09.docx

Date:Wed, 24 Jun 2009 17:15:14 -0700

From:Jeff Brugos <jeff.brugos@oracle.com>

To:Brad Scott <brad.scott@oracle.com>, scott.parker@oracle.com <scott.parker@oracle.com>,
mike.overly@oracle.com <mike.overly@oracle.com>, trevor.templar@oracle.com
<trevor.templar@oracle.com>

Attached is a summary of the meeting that Brad and I had yesterday at HP regarding OIC. Some of you have had previous meeting with HP on this topic and will be able to provide additional insights during our call. The purpose of the call is to review the meeting conclusions and agree on an internal plan on how to move forward.

The call logistics:

Call in: 888-967-3353

ID and PC: 795019

Time: 7 am PT (9 am CT)

Duration: 30 minutes +

Jeff

HP
Summary of Incentive Comp Meeting on June 23, 2009

Below is a summary of the meeting Brad Scott and I had with HP on Incentive Comp (IC) that was set up at the request of Randy Runk. The meeting was attended by Randy, Gerald Wright (VP Worldwide Sales Performance), Shauna Della (VP IT), John from Germany working on the IC Hub strategy, and two others from HP (Tim and Bob).

1. Meeting Purpose – Randy asked for the meeting to see if Oracle IC might be a solution for addressing the major problems they have been experiencing with their current system. Per Randy, in many instances, it is taking over 8 months to pay some sales people.
2. Current IC System – Their current system (called Omega) is based on a Baan application that has been heavily customized by HP. Omega is used worldwide and is to calculate commissions for hardware, software and services sales. Over 22,000 reps are paid worldwide from Omega; 2000 more to be added from EDS in the future.
3. Callidus Status - They tried to replace Omega with Callidus, but HP concluded that it did not scale (performance was too slow).
4. Major Challenges and Problems with Current IC solution:
 - a. Fragile and heavily modified IC calculation engine (Omega)
 - b. Omega more than an IC engine; serves as an "Order Management" in some cases
 - c. Multiple feeds (over 170 worldwide), including feeds from channel partners, into Omega
 - d. Data consistency and integrity issues from the multiple feeds (HP working on an MDM strategy)
 - e. Multiple and complex comp plans (over 600 currently with plans to reduce to 300)
 - f. Operational complexities (e.g. the sequencing of feeds is critical to the accuracy of the calculations)
 - g. More manual effort than desired to make system work
 - h. Lacking adequate reporting and analytics capability (but not considered a high priority)
5. Questions HP has about an Oracle IC Solution:
 - a. Are we committed to investing in IC? How strategic is OIC to Oracle?
 - b. Who are our major customers and what are their use metrics and experience?
 - c. Do we have the functionality to address their complex plans?
 - d. Can we scale, given their volumes and complexity?
6. Major Conclusions from Meeting
 - a. Just doing an initial OIC POC is probably not the right approach.
 - b. We needed to evaluate the entire solution architecture and not just focus on the IC engine. This included the MDM strategy, AIA strategy, and process evaluation/simplification.
 - c. We needed to work with HP's IT and business team to better understand the "as is" and "to be" processes and architecture.
 - d. Prior to doing that, we agreed as the first step to provide HP (Shauna) with a list of OIC customers and associated key metrics and possibly providing a briefing on Oracle's uses of OIC.
 - e. As a second step, HP (Shauna) agreed to share additional IC systems information with us.
 - f. At some point (likely third step), a CVC would be useful to address our OIC capabilities/roadmap, MDM (CDH) offerings, AIA, and our Reporting and Analytics capability.
 - g. As a fourth step, a POC would need to be done to prove we can handle the complex rules and scale.
7. Challenges
 - a. HP may not freely share all the information we need (their MDM proposed solution, for example)
 - b. HP IT may drag this discovery out (Shauna proposed Aug for next meeting); Randy wants sooner.

6-24-09

----- Original Message -----

Subject: RE: HP - Incentive Comp
Date: Thu, 2 Jul 2009 17:15:50 -0700
From: Jeff Brugos <jbrugos@oracle.com>
To: Runk, Randall <randall.runk@hp.com>
CC: Brad Scott <brad.scott@oracle.com>
References: <20090702105247844.00000002424@jbrugos-us>
 <DDFFF4D8159CAA4881A60FDDAEA4E548169CFC75CC@GVW0671EXC.americas.hpqcorp.net>

Thanks Randy.

Have a July 4th weekend.

Jeff

From: Runk, Randall [<mailto:randall.runk@hp.com>]
Sent: Thursday, July 02, 2009 10:57 AM
To: Jeff Brugos
Subject: RE: HP - Incentive Comp

Jeff,

Not sure of why Shauna was not on the invite list....Gerald Wright set up the meeting. You may want to have Trevor feedback to Shauna that Gerald drove for the meeting and was responsible for the invite list...I was not nor were you guys.

On the request below, send the doc to all that were in the meeting. I do not recall the names of the folks from Europe, but send to Shauna, Gerald Wright, me, and Bob Slaby.

Page 2 of 2

Randy

Randall C. Runk
Senior Vice President- US Sales
Technology Solutions Group
Hewlett-Packard Company

Executive Assistant:
marnie.nelson@hp.com
Tel: 972-605-8359

From: Jeff Brugos [mailto:jeff.brugos@oracle.com]
Sent: Thursday, July 02, 2009 10:53 AM
To: Runk, Randall
Subject: HP - Incentive Comp

Randy,

Per Trevor Templar (ASM), Shauna was a little upset that she was "blindsided" and not invited to the meeting we had early with you (although she was there). Per the HP team, I understand she has not been responsive to prior OIC request, which we made a couple of months ago.

I am ready to send her our response on (1) Oracle's commitment to IC and (1) a list of our larger user base with associated metrics. I do not know the politics on this within HP, So should I cc or bcc on my email back to Shauna. And who else should I copy? Gerald?

I have attached an advanced copy of the letter I plan to send if you want to provide any comments before I send it out.

Jeff

----- Original Message -----

Subject: Oracle Incentive Comp - Answers to Questions

Date: Thu, 2 Jul 2009 22:43:36 -0700

From: Jeff Brugos <jeff.brugos@oracle.com>

To: shauna.della@hp.com <shauna.della@hp.com>

CC: Runk, Randall <randall.runk@hp.com>, Wright, Gerald <gerald.wright@hp.com>, Slaby, Bob <bob.slaby@hp.com>, Oliver, Jon <jon.oliver@hp.com>, brad.scott@oracle.com <brad.scott@oracle.com>, trevor.templar@oracle.com <trevor.templar@oracle.com>

References: <3DFF9AA29043B14A8448A0D28715D56B73CAE94E43@GVW0433EXB.americas.hpqcorp.net>

Shauna,

HP has asked Oracle to address some question regarding our Incentive Compensation offering prior to engaging on further discovery or a POC. This email addressed those initial questions.

1. How strategic is Incentive Compensation to Oracle?

- a. Incentive Compensation is a strategic application to Oracle and is included in first release of our new Fusion offering.
- b. Oracle Incentive Compensation (OIC) is the going-forward foundation for all product families: EBS, Siebel & PeopleSoft. After the acquisition of both PeopleSoft and Siebel, Oracle decided OIC met the marketplace requirements best. The decision was also based on functionality, scalability and installed base of customers.

2. What is our current roadmap and planned investment in OIC?

- a. Oracle has just release version 12.1 of the OIC module. We are currently developing additional functionality including:
 - OIC Oracle Business Intelligence (OBI);
 - Siebel to OIC Process Integration Pack (PIP); and
 - Several desktop Gadgets for salespeople reporting

- b. Additional functionality on the current roadmap:
- Goal sheet application;
 - Payroll PIP; and
 - Several other enhancements requested from our installed base or the Customer Advisory Board (CAB).

We would invite HP (once in production with OIC) to replace Sun Microsystems on the CAB so you can directly influence the product direction.

3. Who are some of our larger OIC customers?

The matrix below summarizes some of our larger representative customers and their corresponding metric which you requested.

Company Name	Payees	Transactions	Misc Notes
Cisco Systems	15,000 Global	9 million per month	Live on calc, implanting Sales Crediting -- Transaction volume will increase significantly once live of SC
Dell	8,000 Global	Varies; millions per day	6 month retro calc
Financial Services Company*	35,000	Up to 20 million per day	Varies based on market volume
Best Buy	110,000	Unknown	High payee turnover
JC Penney	200,000	Varies; 2 to 4 million per day	Volume spikes with holiday sales
Financial Services Company (1)	300,000		

Since introduced in 1997, OIC customers base has grown significantly and we are now the largest provider of Incentive Compensation systems. We currently have over 350 customers in production. This is the number of "production" customers, not just ones who have a license. We have also grown the number of payees from 400,000 at the end of FY 07 to over 1,200,000 at the end of FY 09.

Appropriately, performance is also a major concern for HP. We believe we can handle high volumes as well as anyone. We understand a number of factors impact the scaling of any Incentive Compensation system, such as hardware size, partitioning strategy, custom indexes and approaches taken when creating compensation plan rules. We have designed features into OIC to make the system work as efficiently as possible. These features include batch size options, multi-threaded processing techniques, Incremental Calculation mode, and options on how much to process and when. We should also note that the core processing all takes place in the Oracle database in SQL processes. Compensation rules are generated in PLSQL packages to run natively in the database. Oracle OIC has many large customers and is recognized by analysts as a leader in this area.